CANADA

THE LABOUR GAZETTE

CHICAGO PUBLIC LIBRARY
APR 9 1965
DOCUMENT

...merican Conference on Automated Jobs (p. 102)

Published Monthly by the
...PARTMENT OF LABOUR
CANADA

Vol. LXV No. 2
FEBRUARY 26, 1965

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price 35 cents. Catalogue No. L1-1963

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents. L2-2/1964

Industrial and Geographic Distribution of Union Membership in Canada, 1963 (English or French). Price 15 cents. L31-763

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents. L2-1/1963

Wage Rates, Salaries and Hours of Labour. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). L2-545

First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $1.30.

Working Conditions in Canadian Industry, 1963. Price 35 cents. L2-15/1963

Labour Management Research Series

1. *Provisions for Income Security in Canadian Manufacturing Industries.* L2-22/1
2. *Shiftwork and Shift Differentials in Canadian Manufacturing Industries.* L2-22/2
3. *Sickness and Accident Provisions in Canadian Industry.* L2-22/3
4. *Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries* (English or French). L2-22/4

Price 35 cents.

Professional Manpower Reports

1. *Trends in Professional Manpower Supplies and Requirements* (out of print) L2-2001
2. *Immigrants in Scientific and Technical Professions in Canada.* L2-2002
3. *Canadians Studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine,* 1955-56. L2-2003
4. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada.* L2-2004
5. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960* (superseded by Bulletin No. 8) L2-2005
6. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada.* L2-2006
7. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1957.* L2-2007

(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor

Editor, French Edition
Georges D'Astous

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LXV, No. 2 **CONTENTS** **February 1965**

50 Years Ago This Month 98
Notes of Current Interest 99
North American Joint Conference on Automated Jobs 102
Distribution of Union Membership in Canada, 1964 108
Manpower Developments during 1964 114
The N.S. Labour-Management Agreements 116
Annual Report of British Chief Inspector of Factories 118
Latest Labour Statistics 121
Employment and Unemployment, January 122
Workmen's Compensation Board of Ontario 124
Collective Bargaining Review:
Collective Bargaining Scene 125
Engineering and Job Re-assignment for the Older Worker 129
International Labour Organization:
Second African Regional Conference 130
Tripartite Technical Meeting for the Clothing Industry 131
ILO Coal Mines Committee 132
Women Workers of Japan 134
Teamwork in Industry 135
Certification and Conciliation:
Certification Proceedings 136
Conciliation Proceedings 138
Labour Law:
Legal Decisions Affecting Labour 158
Recent Regulations, Federal and Provincial 162
Unemployment Insurance:
Monthly Report on Operation of the Act 169
Decisions of the Umpire 170
National Employment Service:
Monthly Report on Placement Operations 173
Wage Schedules 174
Price Indexes 179
Publications Recently Received in Department's Library 180
LABOUR STATISTICS 185

Indexed in the Canadian Periodical Index

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

90169—1

From the Labour Gazette, February 1915

50 Years Ago This Month

Number of labour-management disputes in 1914 lowest since the Department began collecting strike statistics in 1901. Most of the wage changes reported in January 1915 were decreases

The number of labour-management disputes in Canada during the year 1914 totalled 44, the lowest number recorded since the Department of Labour had begun to collect strike statistics in 1901, according to a review of trade disputes during the year that was published in the LABOUR GAZETTE for February 1915.

The previous lowest had been in 1908, a year that, like 1914, had been one of financial and industrial depression. From that time, the number of strikes had risen gradually, until in 1912 it had reached 150. In 1913, the number had fallen again to 113.

"As in 1913, by far the greatest number of disputes of the year occurred by reason of differences between employers and employees on the wage question," this journal said. "Out of the 44 disputes in existence, 25 involved some phase of the wage question. Nine of these were the result of the refusal of the employers to grant an increase demanded by the men, 12 were occasioned by the refusal of the employees to accept a reduction of wages, and three were caused by the employees' presenting a demand for higher wages and other concessions. In only one dispute did the employees demand a reduction in working hours, as well as an increase in wages. . . ."

Regarding the outcome of the 1914 strikes, 17 disputes, accounting for 50.9 per cent of the total time lost through strikes, resulted in a victory for the employers; and 11, accounting for only 5.8 per cent of time lost, ended in a complete victory for the employees. A compromise was effected in seven cases, and nine either were unsettled at the end of the year, or the result was indefinite or unknown to the Department.

"As in 1913, the greatest number (17) of disputes in the case of which a termination was effected were settled through negotiations between the parties concerned. Eight disputes ended by work being resumed on the employers' terms, no negotiations having been in progress. The settlement of five disputes was the direct outcome of mediation, and in one case the strikers returned to work pending an investigation. In three cases the strikers obtained work elsewhere."

The strike that was described as "perhaps the most important in existence during the year" had started in 1912. This was the strike of coal miners in Vancouver Island, in which the main cause of dispute was alleged discrimination by the operators against some of their employees, which afterwards developed into a dispute over union recognition.

It was chiefly owing to this particular strike that in 1914, as in 1913, the largest amount of time lost through strikes during the year was caused by disputes "involving the union question."

Wage Changes

Most of the wage changes reported to the Department during January 1915 were decreases. Prominent among these was the reduction of $1,000 in the salary of the mayor of London, Ont., and of $500 in those of the controllers. In Moose Jaw, "the higher civic officials voluntarily agreed to a reduction in salary, some decreases being as high as $1,500 and others as low as $200 per annum." In Calgary, also, the city council "agreed to a general cut in the salaries of civic employees on a percentage basis, the decreases ranging from 7½ to 20 per cent, according to salaries received."

In Nova Scotia, 100 employees of a car company in Amherst had their wages reduced by 10 per cent. In British Columbia, public and high school teachers in Victoria suffered a 10-per-cent reduction in their salaries, and the salaries and wages of employees of the city were reduced by from 5 to 10 per cent. "The day labour standard wage was also reduced from $3 to $2.70."

In Ottawa, 180 mill employees had their working time reduced, in one case from ten to eight hours, and in another from nine to seven hours, "with a corresponding decrease in earnings."

On the other hand, labourers employed by the City of Montreal, numbering 2,000, had their wages raised from $2.25 to $2.50 a day. Civic clerks to the number of 100 whose salaries were $700 a year or less had their pay increased by $50 a year. In Hamilton, "several employees of the police department had their salaries increased by $100 per annum."

Miners employed by the Granby Company at Phoenix, B.C., also had their wages increased by 5 per cent, owing to an improvement in the price of copper. These employees, however, had shortly before agreed to take a reduction of 25 per cent until copper prices improved (L.G., Jan., p. 3).

Centre for Continuing Education To Be Established at Elliot Lake

A Centre for Continuing Education will be established at Elliot Lake, it was announced February 3 by Hon. William G. Davis, Ontario Minister of Education, and Hon. Allan J. MacEachen, Minister of Labour of Canada. The centre will be financed jointly under the federal-provincial Technical and Vocational Training Agreement.

John L. Haar, Director of Residence Programs at the University of British Columbia, has been appointed Director of the Centre. He was formerly Assistant Director of the Banff School of Fine Arts, and his appointment at Elliot Lake was effective February 15.

The Centre for Continuing Education at Elliot Lake will provide a wide range of programs for adults, including courses in the fine and performing arts, in management, in selected technologies and in labour education.

The Centre will also provide conference facilities for public affairs, business, religious, union, government and other groups wishing to organize residential seminars.

Department Issues New Directory To Counter "Brain-Drain" To U.S.

Broader employment prospects at home for young Canadians attending American universities is the aim of a new directory just published by the Department of Labour.

The new directory provides Canadian employers with a comprehensive list of the names and addresses of 2,519 Canadians, both undergraduates and postgraduates, who are at present studying in the United States.

It includes also the name of the university or college attended, the degree expected, course of study, and expected year of graduation.

Hon. Allan J. MacEachen, Minister of Labour, said the directory is a practical attempt to counter the so-called "brain-drain" to the United States. From the directory an employer can get a good idea of the wide range of professional training available and can get in touch with the students he is most interested in.

Employers can obtain copies of the new directory, the eighth in an annual series, without charge from the Economics and Research Branch of the Department of Labour, Ottawa 4, Ont.

"Automation Is Not the Villain"—Peter F. Drucker

Automation does cause jobs to be lost in a good many plants and industries, but in general its effect today is to create more jobs than it destroys, says Peter F. Drucker, economist and professor at New York University.

In an article, "Automation Is Not the Villain," in *The New York Times Magazine* of January 10, he says that if automation destroyed anything like the 1,500,000 to 2,000,000 jobs that some tell us it does, "unemployment today, after a decade of automation, would rival that of the Great Depression." Actually, unemployment has been falling, slowly, rather than increasing these last few years.

Notwithstanding this, the American worker is afraid of something. "Although he misnames the threat by calling it 'automation,' he feels himself genuinely threatened."

The real source of the threat is the educational explosion since World War II. People with little education are not only a steadily shrinking minority; they are in steadily shrinking demand, Mr. Drucker points out. And the increasing supply of better educated people is undermining the status of the manual worker in America in three ways.

First, foremen's jobs before World War II went to men on the factory floor, but now they go more and more to young fellows with some college education brought in directly as assistant foremen.

Second, the educational upgrading of the American population tends to downgrade the social status of the manual worker and to make him appear less and less important.

But the third and greatest blow is still largely in the future, and "it threatens to uproot the oldest and most proudly held tradition, that of the skilled craftsman."

This undermining of the craftsman's position is coming about in two ways. First, there is an increasing tendency for skilled jobs to merge together several crafts that have in the past been separated: work is being organized by stages in the process, and workers learn enough craft skills for all the work at a given stage.

Second, it is now being found that craft skills can be acquired without long experience. This last strikes deeply at trade union tradition and organization, but again "the villain is not automation but education."

B.C. Government Announces Another Conference on Industrial Relations

A Labour-Management Conference on Industrial Relations with the theme "Economics and Technological Change in the Sixties: Its Implications for the Policies and Programs of Labour and Management," will be held in Vancouver on May 19 and 20. The conference is sponsored by the Government of British Columbia.

The committee arranging the conference is the same as that which planned the conference on apprenticeship and industrial relations in 1962 and 1963. W. H. Sands, British Columbia Deputy Minister of Labour, is chairman.

Announcing the conference, Hon. L. R. Peterson, B.C. Minister of Labour, said: "There is an urgent need for a conference of this type. Due to the amazing technological advances now being made, labour, management and government are rapidly being faced with urgent problems which will have an increasingly sharp impact upon them in the field of collective bargaining."

Sign Joint Statement in Britain On Productivity, Prices, Incomes

A Joint Statement of Intent on Productivity, Prices and Incomes, sponsored by the British Government, was signed in December by nearly all of Britain's labour unions and employers' organizations.

In the statement, labour and management jointly pledged themselves to encourage and lead a sustained attack on obstacles to efficiency raised by either management or labour; and to co-operate with the Government in keeping in check movements of prices, wages, salaries and money incomes of all kinds that might not be in the national interest.

In this document, the parties agreed that leading objectives of national policy must be: "to ensure that British industry is dynamic and that its prices are competitive; to raise productivity and efficiency so that real national output can increase, and keep increases in wages, salaries and other forms of income in line with this increase; to keep the general level of prices stable."

The statement began by saying that the Government's economic object was to achieve and maintain a rapid increase in output and real incomes, combined with full employment; and that its social objective was to ensure that the benefits of faster growth were distributed in a way that satisfied the claims of social need and justice.

The Government undertook to prepare and implement a general plan for economic development, in consultation with both sides of industry, through the National Economic Development Council. This plan would provide for higher investment, for improving industrial skills, for modernization of industry, for balanced regional development, for higher exports, and for the largest possible sustained expansion of production and real incomes.

To Stress Productivity

Much greater emphasis, the document said, would be given to increasing productivity. To this end, the Government would encourage and develop policies designed to promote technological advance in industry, to get rid of restrictive practices, and to prevent the abuse of monopoly power.

The Government would also set up machinery to keep a continuous watch on the general movement of prices and money incomes, and would use its powers to correct any excessive growth in aggregate profits in comparison with the growth of total wages and salaries.

Majority Approves Formation of Canadian Marine Officers Union

Licensed marine engineers of the Seafarers' International Union of Canada have voted in favour of forming a new union, under the name of the Canadian Marine Officers Union. The results of a referendum on a constitution, submitted to the engineers several months ago, showed about 85 per cent in favour, a spokesman said.

In voting for the constitution, he said, the engineers had also voted in favour of separating from the SIU of Canada; but they would continue to be affiliated with the parent Seafarers' International Union of North America, and would have equal status with the SIU of Canada. The new union will consist of licensed Canadian marine engineers only.

William Dodge, CLC executive vice-president, said later that a proposal had been circulated among top officers of the Canadian Merchant Service Guild, the National Association of Marine Engineers and the Canadian Brotherhood of Railway, Transport and General Workers inviting the three unions to try to work out an arrangement by which they could combine with the new union under one banner within the CLC.

Unemployment Insurance Umpire Received 189 Appeals in 1964

The office of the Umpire, Unemployment Insurance Commission, received a total of 189 appeals in 1964, compared with 209 in 1963. In addition, 31 appeals were carried

over from 1963, compared with a carry-over of 65 appeals from 1962 to 1963.

Appeals disposed of during the year numbered 188, leaving 32 pending on December 31, 1964. Appeals disposed of during 1963 totalled 243; during 1962 there were 237.

The Umpire signed 173 decisions in 1964, compared with 210 in 1963 and 211 in 1962.

The vast majority of appeals concern benefit cases; only a few are coverage cases. Of the appeals last year, 220 were benefit cases; only 17 were coverage cases.

Immigrant Total Last Year 21 Per Cent Above 1963's

The total number of immigrants entering Canada in 1964 was 112,606, up 21 per cent from the 1963 total of 93,151, the Department of Citizenship and Immigration reported last month.

Of the 56,190 immigrants destined for the labour force, 59 per cent were in the more skilled categories. Manufacturing, mechanical and construction was the largest category with 17,476 workers, followed by professional and technical (11,965) and clerical (7,931).

Britain was the source country for 29,279 immigrants, followed by Italy with 19,297 and the United States with 12,565.

NES Says 1965 Graduating Class Will Be Largest In Canadian History

Graduates of Canadian universities and colleges in 1965 will number close to 40,000, it is estimated in *Supply and Demand for University Graduates*, the annual booklet published by the Executive and Professional Division of the National Employment Service.

This will be the largest graduating class in Canadian history, and is about 15 per cent larger than the 1964 class.

Full-time enrolment for graduate degrees has nearly trebled between 1951-52 and 1962-63. Since 1956-57, graduate enrolment has been increasing more rapidly than undergraduate enrolment. This trend is expected to continue, as an increasing number of professions have reached the stage where a graduate degree is a necessity.

Starting salaries for graduates are somewhat higher than those paid in previous years. The largest increase is in commerce for C.A. articles. Engineering continues to show the best increase. Other fields showing substantial increases are honours physics and library science.

Revised forecasts made by Dr. E. F. Sheffield of the Canadian Universities Foundation indicate that the enrolment at Canadian universities and colleges will reach 340,400 by 1970-71 and 479,700 by 1976-77. To handle the burgeoning enrolment, an estimated 2.6 billion dollars in capital expenditures will be required over the next ten years. Operating costs will have risen to $5 billion a year by 1976-77.

CMA President Says Tax Cuts Would Ensure Job Opportunities

Tax cuts in 1965 would inspire Canadian industry to greater capital expenditure, place it on a better competitive footing in both the home and export markets, and thus ensure job opportunities for a rapidly expanding labour force, A. A. Cumming, President of the Canadian Manufacturers' Association, told a meeting last month of the Canadian Club in Toronto.

This is the "single most powerful argument in favour of lowering tax rates at this time," he said. In the next five years, almost 750,000 young Canadians will enter the labour force, quite apart from immigrants and others such as married women not at present working.

Canadian industry is planning to spend millions more on new capital investment in 1965 than it did last year, said the CMA President. "Capital spending on this scale will be good for employment and will further update our productive facilities."

But these outlays alone will not be sufficient to keep the economy in high gear as Canada enters her fifth straight year of economic expansion, Mr. Cumming stressed.

The CMA thinks the Canadian government should emulate those of the United States and Britain, which in the past two years have both introduced tax cuts for individuals and corporations.

North American Joint Conference on Requirements of Automated Jobs

OECD, United States and Canada jointly sponsor three-day conference. Large Canadian delegation attends, and four officials of Canadian Department of Labour contribute papers

The North American Joint Conference on the Requirements of Automated Jobs and their Policy Implications, sponsored jointly by the Organization for Economic Co-operation and Development, the United States and Canada, was held in Washington for three days in December.

Leading economists, manpower experts and sociologists from the United States, Canada and several western European nations participated. A large Canadian delegation attended, and four officials of the Canadian Department of Labour contributed papers.

Honorary chairmen of the conference were Hon. Thorkill Kristensen, OECD Secretary General; Hon. W. Willard Wirtz, U.S. Secretary of Labor; and Hon. Allan J. MacEachen, Canadian Minister of Labour. All three presented addresses at the conference dinner, given by the OECD.

Dr. George V. Haythorne, Deputy Minister of Labour, and P. M. Draper, Vice-President, Canada Iron Foundries, Limited, each chaired a conference session. Others who chaired sessions included the U.S. Under Secretary of Labor, John F. Henning; A. J. Hayes, President, International Association of Machinists; and OECD Deputy Secretary General Michael Harris.

The four from the Department of Labour who presented papers were Dr. W. R. Dymond, Assistant Deputy Minister; J. P. Francis, Director, Economics and Research Branch; Dr. Gil Schonning, Assistant Director, Economics and Research Branch; and George Brooks, Director, Manpower Consultative Service.

Included in the Canadian delegation were N. D. Cochrane, Manitoba Deputy Minister of Labour; Prof. M. C. Urquhart, Queen's University; Harry J. Waisglass, Canadian Research Director, United Steelworkers of America; Roger Chartier, Chief of Personnel, *Commission électrique hydro Québec;* W. J. Smith, President, Canadian Brotherhood of Railway, Transport and General Workers; and J. A. Belford, Massey-Ferguson Limited, Toronto.

The papers presented by the Canadian speakers, and some of the other papers, are summarized in this report.

Minister of Labour

Hon. Allan MacEachen, Canadian Minister of Labour, in a brief address to the conference, said there was a growing national need for flexible policies, programs and procedures to facilitate the adjustment of manpower problems.

Arising out of this, he said there was an increasing need for "unremitting research and critical examination" to aid in the development of necessary new policies and programs and the improvement of existing ones.

The Minister said it was generally agreed that in the long run technological change and automation would "immeasurably improve the lot of all of us," but that we wanted to get the ultimate advantages of automation without "the short-run misery that was associated with the Industrial Revolution."

He pointed out three objectives to be aimed at in dealing with manpower. These were: the immediate need to keep a rapidly increasing labour force employed in the face of a steady decrease in the labour required to produce a unit of goods or services; finding means to help "disadvantaged groups of people" who were adversely affected by technological change in respect of employment, working conditions, or income; and to prepare young people "for the ever-changing world of work which they will enter."

In the training of young people, Mr. MacEachen said, "manpower planning can include a tremendous range of legislative measures, limited only by the total amount of public money available for investment in them, to the end that we develop effective and secure young workers and responsible citizens."

Manpower adjustments must not be looked upon simply as a factor of efficiency contributing to economic growth, full employment, and rising income.

It had also to be borne in mind, he remarked, that manpower meant people with human feelings and relationships, "not just workers."

"The role of these manpower policies and programs must be to provide the individual with a suitable environment, and the best possible opportunity to make his decision about what sort of adjustment he needs and wants to make when technological change has disturbed his job."

But, although government programs were essential, Mr. MacEachen said, many manpower problems could be dealt with effectively only when management and unions cooperated in helping workers to make necessary adjustments. The difficulties brought about by advancing technology and automation required the active participation and cooperation of government, management and unions.

Dr. W. R. Dymond

The technical and vocational training program supported by the federal Government was briefly described by Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in a paper on "Implications of Automation for Government-Sponsored Training Programs in Canada." The speaker also referred to some ways in which the program could be made more effective.

In the second half of the 1950's, he said, the Department of Labour had instituted a series of research programs intended to find out the effect of technological change on manpower requirements and the ways in which such changes affected the need for technical and vocational education. These studies had shown that "dramatic measures" were needed in a way of federal Government support for such education. It had also shown the extent to which Canada had been relying on immigration for a supply of skilled workers. But by this time immigration had fallen off rapidly.

The passing of the federal Technical and Vocational Training Act late in 1960 had been an important event in the development of training facilities, Dr. Dymond said. The programs that had been instituted under the stimulus of the Act fell into three main groups:

First, programs designed for young people who wanted to continue their general education and at the same time engage in some kind of occupational training.

Second, technical or trade training for those who had finished high school and who wanted to go beyond the high school level in mathematics and technical theory.

Third, a variety of technical and vocational training programs for adult workers who were either employed or unemployed.

Since April 1961, approved expenditure on the provision of capital for technical and vocational education had reached a total of nearly $637,000,000, of which the federal contribution was estimated to be about $385,000,000. Some 602 projects that would provide more than 182,000 places for students in training institutions throughout the country had been approved by the Department of Labour. This meant a 50-per-cent increase in training capacity.

The construction program had resulted in the building of 251 vocational and technical secondary schools, 51 new trade schools, five new institutes of technology, and 11 new combined trade schools and technological institutes, as well as a number of important additions to all the foregoing types of institutions.

Technical and vocational education must be developed in such a way that it would not be regarded as "second-class" education, Dr. Dymond said. It must also be such that promising students were not blocked from entering universities or other post-secondary institutions. Many students would not enter vocational schools if they feared that they would be cut off from going on to a university or other higher-level institution.

Dr. Dymond advocated a system of basic credits that could be carried from one part of the educational system to another, even in later life, and that would lead to a recognized level of competence and knowledge in broad areas.

The drop-out problem suggested that our educational system had not generally developed a sufficient variety of educational and training programs to meet the needs of those who drop out not necessarily for economic reasons or because of lack of intelligence.

There was also a need to devise publicly-sponsored programs to provide additional general education and specialized training for employed adults who wanted to reach a higher level of knowledge and skill.

Finally, the speaker said that apprenticeship methods required to be reformed to suit the needs of modern industry and to fit in more closely with other parts of the vocational education system.

J. P. Francis

The first consequence of an accelerating pace of technological change in Canada is the pushing higher of the rate of economic growth necessary to keep unemployment even as low as at present, said J. P. Francis in his paper, "Technological Change, Productivity and Employment in Canada."

"To maintain current levels of unemployment, we would have to achieve an annual rate of growth of real GNP . . . of from 6.0 to 6.5 per cent," he said. The annual rate of increase between 1950 and 1963 was 4.1 per cent.

A major challenge facing public policy-makers is the fact that the many employment adjustments that will have to be made can be carried out only if growth rates are sufficient to provide alternative job opportunities.

"Fortunately, technological change is also an important determinant of ecoonmic growth, and so its influence can also be a helpful one."

The second problem arising from an accelerating pace of technological change stems from the manpower adjustments it will require. Public labour market and manpower development policies "may have to turn in some new directions." Growth seldom takes place evenly throughout the economy, and a high rate of growth "offers real opportunities for area and regional development policies."

The usual practice of Canadian employers when faced with persistent labour shortages is to resort to "relatively expensive recruitment programs for immigrants," Mr. Francis said.

"Such programs might be less costly and yield greater returns if they were more often aimed at areas of continuing labour surplus or underemployment within the country, rather than at labour supplies that may be relatively fully employed in other countries." Labour mobility incentives would make such internal recruiting more effective, he said.

New emphasis on training may be another consequence of an increasing pace of technical innovation. When resources are not fully used, the provision of short-term public training courses for occupations in which there is a shortage "makes good sense."

In periods of high employment, too, public training programs might well give added emphasis to broad and fundamental types of courses and subjects. "Emphasis should shift, in other words, from the production of specialized 'functional mechanisms' to the broader training and education of individuals so they have the greatest possible chance of surviving in a changing and largely unpredictable labour market."

A period of rapid growth and technological change, finally, is one in which the roles of employment services take on added significance. With varying rates of growth in different parts of a country the size of Canada, the attainment of high labour mobility requires early and full information about job opportunities, and efficient counselling and placement services. The employment service, Mr. Francis said, "is a major means of achieving this end."

An accelerating rate of technological change created problems for management and labour too. The lack of easy answers to management's problems suggests that co-operation and exchange of information btween management and labour will have to be greater than they have been in the past.

For labour, there was the need to reconcile concern for job security with concern about fitting workers to take advantage of new job opportunities. Provisions in collective agreements that are primarily concerned with job security tend to conflict with the growing need for change and job movement.

"Automation and technological change will undoubtedly alter our society and economy in many ways . . . The real task is to ensure that the greater capability that they give us for satisfying our material wants is used in a way that does not impose unreasonable costs and hardships on any one group."

Dr. Gil Schonning

Two basic influences affect trends in occupations: changes in the mixture of industries that make up the economy, and changes in the mixture of occupations within each industry, said Dr. Gil Schonning, Assistant Director of the Economics and Research Branch, in a paper on "Effects of Changing Industrial Structure on Occupational Trends."

For example, he said, in the absence of technological change, if the total number employed is doubled, the numbers in a particular occupation also will be doubled. But technological changes may cause the numbers employed in a given occupation to increase faster or more slowly than the general increase in employment, or may even lead to the disappearance of the occupation altogether.

Dr. Schonning explained that by "industrial change" he meant changes in the distribution of industries within the economy, and by "occupational change" he meant changes in the distribution of occupations within an industry.

One of the most important reasons for considering the effects of industrial change was that it was necessary to do so in trying to forecast occupational requirements, he said. By looking back over the past and examining the relative importance of industrial change and occupational change, it became possible to decide which of the two influences should be given the most weight in forecasting the future.

A study of industrial change was also important, the speaker said, because it threw light on the underlying forces that affected the demand for different kinds of labour. "It is the responsibility of us all to leave no stone unturned in the search for means of improving the adjustment of the labour market to the needs of the economy and the individual," he asserted.

Mr. Schonning exhibited a set of charts to illustrate calculations he had made, based on information provided by the Canadian decennial census, of the influence on occupational trends of general labour force growth, occupational changes within industries, and changes in the distribution of industries. One of the conclusions drawn from the data

presented was that, "while industrial change in the last decade was still a much bigger cause of occupational trends than was shifting occupation composition, it would seem to be declining in relative importance." The reason for this was hard to decide and it would not be wise to assume that this shift would continue.

In summing up the evidence and analyses he had presented, he said that it was evident that it was almost impossible to make good forecasts without considering the independent influence of industrial change—using this term as including the effects of "changes in the industrial output mix and changes in industry productivity." Historically, it had been the largest source of change, and it frequently went in a direction counter to occupational composition changes.

Mr. Schonning remarked that his analysis had been concerned with the national situation only, and that he would like to see the same sort of analysis done for geographic regions of the country.

"Now that we are assuming an increasing responsibility for keeping the economic growth rate sufficient to provide employment for all who want it, we need to increase our knowledge not only about what occupational groups are expanding or declining, but what sort of education and training skills the economy will need five, ten or fifteen years from now," he continued.

Considering how young people had in recent years been advised to stay at school longer, he thought that there was a strong obligation "to find out more about whether or not our school system provides these people with what they will need in the ever-changing world of work."

Information about the manpower needs of the growing economy was also needed in deciding the kind of government policy that needed to be developed. "For example, if we were troubled with high unemployment, and most of this unemployment was amongst the unskilled, which is usually the case in our economy, the decision to reduce this number could involve action on both the supply and demand side. If the policy were developed to reduce the unskilled unemployed via demand, it would be very important to stimulate an industry where unskilled workers still have a sizable share of employment . . . .

"On the other hand, let us assume that there were no industry employment shifts, but a great deal of technological change affecting the occupational composition. Again, the relative number of occupations would be altered, and adequate numbers would have to be supplied. But in addition, instead of concentrating on geographic mobility, the emphasis would have to be on manpower adjustments at the establishment level where technological changes and alterations in occupation mix occur."

George G. Brooks

The whole question of manpower is a question of individual human beings in their capacities as citizens, breadwinners, parents, consumers and producers, said George G. Brooks, Director of the Manpower Consultative Service. He was speaking on "Advance Planning for Manpower Adjustment at the Plant Level and the Role of the Manpower Consultative Service."

As a consequence of this aspect of manpower problems, it followed that an attack on the adjustment problems involved "must be aimed at a level which is in contact with the individual and his problems," and this, Mr. Brooks said, meant the plant level.

It was true, as economists said, that ultimately advancing technology created more jobs and raised the standard of living, and that in general the effect was beneficial; but at the same time, this process of development caused difficulty for a great many people, distress for some, and disaster for a few. In such a situation it was inescapable that the fate of those adversely affected could not be left completely to them, or to chance or the "rather slow processes of labour market adjustment."

The difficulty that displaced persons had in finding other jobs was, however, "only one side of the coin," the speaker said. On the demand side of the labour market, Canadian industry was in many areas suffering from shortages of the skill and knowledge that the displaced persons either had, or could fairly readily acquire if given some direction and attention.

The rapid drying up of European immigration as source of the required skills had made it apparent that, if the advance in the Canadian economy were to be sustained, far more must be done to develop our own sources of skilled people than had been necessary in the past.

Canada's increasing importance as a producer of manufactured goods, and the need for her to be able to compete with foreign producers had also added to the need for an immense investment in education and training facilities; and the institutions for training and education set up during the last few years through the operation of the Vocational Training Assistance Act and other programs of the federal Government, coupled with intense activity by the provinces, should go far to meet the requirements of Canadian industry for more qualified people, Mr. Brooks said.

If, however, the pace of industrial growth was to be maintained and unemployment was not to become chronic, more must be done to help people already in the work force who were having difficulty in adjusting themselves to the changing demands for labour. Few of these people could make the adjustment unaided.

Moreover, it could hardly be considered a satisfactory adjustment, Mr. Brooks said, if a person who was displaced from his job had to accept other employment that was inferior, financially and in the skill and knowledge required, to that which he had been doing. "It is in this area of adjustment to changing labour demand on the part of the existing work force that the Government of Canada had developed the policy approach that has its outward expression in the establishment of Manpower Consultative Service," he explained.

Economists could show that, so far, the "structural factor" in unemployment had not been highly significant, but the problem adjustment and manpower displacement was not necessarily, or even primarily, a problem of unemployment. The main question was one of "proper and adequate utilization of manpower from the point of view of the economy, and adequate and satisfactory employment or re-employment from the point of view of the individual."

From the premise that manpower adjustments were personal and individual, the speaker drew the conclusion that broader measures aimed at strengthening the economy and stimulating economic growth did not, of themselves, do much to solve the adjustment problem although they made the solution easier, since they resulted in a situation "in which the qualifications of the individual may be judged somewhat less severely by the labour market."

Besides the main idea on which the Manpower Consultative Service was based—that manpower adjustment problems were essentially individual—Mr. Brooks mentioned three other principles that had been adopted in developing the program of the Service:

—That adjustment programs should be arranged by consultation between management and union in all cases where there was a collective bargaining situation.

—That these arrangements should be initiated in good time before the adjustment must actually take place.

—That the aim of adjustment programs should be to make the maximum use of the existing work force and to reduce as much as possible the bringing in of new employees and the laying off of the old ones.

Manpower changes, if they were to be made smoothly, must not be made by the employer without reference to the interests of the employees; but they must have the active support and co-operation of the workers. "Any attempts to make adjustments without this active support and co-operation not unnaturally bring about resistance, resistance not only to the adjustment, but also to the change that makes the adjustment necessary. This resistance can be an individual thing, or it can be a concerted defensive manoeuvre on the part of organized unions, or it can be a combination of both."

He emphasized the importance of planning before making important manpower changes, and of preparing the individual employees concerned by training, counselling and in other ways.

Even with careful planning and consultation between the parties, however, situations would often arise in manpower adjustment that were beyond the capacity of the individual company or plant to deal with unaided; and it was to meet such situations that the Manpower Consultative Service had been set up. One of the purposes of the Service was to help co-ordinate the working of private and public services for various kinds of training, for job placement, and for individual assistance to persons concerned.

Referring to collective bargaining, Mr. Brooks remarked that it was essentially a mechanism for settling conflicts of interest between management and labour, and that the bargaining attitude left no room for objectivity. "To be objective at the bargaining table is essentially to betray one's cause."

This had led to the attitude that all problems relating to the use of labour were "areas of automatic and necessary conflict." The result often was an impasse, and perhaps a long and bitter strike, although, he said, the attitudes that produced such a result should not be too quickly condemned, since they were inherent in traditional collective bargaining.

One of the evidences of the breakdown of the collective bargaining process in manpower adjustment disputes was the growing tendency to look to third parties for solutions. There was a possibility, however, that resort to third parties might ultimately weaken management and labour in their ability to function, "because they can mean the abdication of responsibility in favour of a thinly disguised third party decision."

This possibility was important because solutions to manpower problems might well "strike deep into the hitherto accepted and established positions of the parties to bargaining.

"One of the major challenges before management and labour today is the challenge to develop an objective problem-solving approach to the complexities of technological advance." What was needed was the development of mutual trust between the parties to collective bargaining, and particularly of mutual confidence in each other's willingness to be objective. For the solution of manpower problems there must also be a reasonable flexibility.

Government could not go into an industry and examine its manpower situation, and develop and impose solutions, Mr. Brooks said. But it could and should give a lead in the recognition of manpower problems, their analysis and solution.

The first aim of the Manpower Consultative Service was to bring individual managements and labour unions to a realization of the fact that there was a manpower problem. This was necessary because there was an astonishing lack of interest or concern by individual managements and labour unions about problems in their own backyards.

This lack of interest might be due to the fact that, although automation to most people meant a sudden, ovewhelming and spectacular change, in most cases what actually occurred was "a steady drive toward efficiency which takes the form of new equipment, new organization, new methods—in short, new technology," which was not recognized as automation. The result was an assumption that the old methods would serve.

"It is, therefore, necessary to stress most heavily that technological change is a generalized thing affecting all industry, affecting the entire labour market, affecting the entire life of the country, and that no particular industry or company is exempt from its effects. Consequently, the development of a constructive approach to manpower adjustment is a common necessity of industry, and is not merely something for the concern of a particular company that is embarking on a spectacular program of change."

The function of the Manpower Consultative Service was to encourage managements and unions to embark on programs of manpower research as the foundation for a framework of manpower adjustments that would facilitate industrial development, and at the same time minimize the hardship inflicted on individual employees by changing technology. For this purpose, the Government of Canada had authorized the Service to recommend to the Minister of Labour the payment by the Government of half the cost of particular programs of assessment and research.

The Service would not do the research, but it would help in finding suitable research workers and would do all it could to facilitate the work of a joint research committee. When a program of research had produced proposals, the Service would act as a co-ordinator of existing training, placement and counselling services, public and private, provincial and federal in such a way as to enable the parties to make the best use of these facilities.

Mr. Brooks admitted that there were difficulties in a way of the Service. Managements and unions were showing hesitation about embarking on the kind of research enterprise proposed, and this hesitation was not lessened by the fact that recently the whole problem of manpower had been to some extent concealed by the generally buoyant employment situation. This reluctance on both sides also arose partly out of the fear of losing a tactical bargaining advantage. A number of programs were under way, however, and bid fair to succeed.

It would be a year or two before there was enough evidence to demonstrate the usefulness of the Manpower Consultative Service, Mr. Brooks said, but he expressed confidence that management and labour would not leave unused "a tool of such obvious value."

90169—2½

Industrial and Geographic Distribution of Union Membership in Canada, 1964

There were 1,493,000 union members in Canada at start of 1964
Membership statistics obtained from local unions are broken down here by industry, by province and by labour market areas

There were 1,493,000 union members in Canada at the beginning of 1964, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses, and independent labour organizations.

The 1964 membership total was 44,000 higher than the one the year before. Of this increase, approximately 37,000 was a net membership gain and the balance was due to improvement in the survey coverage.

The data obtained from the survey were published in the 1964 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations, with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and by type and size of union.

The tables on the following pages supplement the information in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, by province, and by labour market area. The tables are based on information obtained in a separate survey of individual local unions. This survey, carried on at the same time as the survey of union headquarters, requests individual local unions across the country to report the total number of their members, and the industry and location in which all or most of them are employed.

Table 1 gives a distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification, subtotals are provided to show the division of union membership between the operating and non-operating sectors.

The information in Table 2 supplements that provided in the first table. It shows, in alphabetical order, the names of international and national unions or independent local organizations that account for more than one tenth of the total union membership within the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the organized workers in the group.

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases, labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk, and the local office areas they comprise are listed in the appendix to Table 4.

Between 6 and 7 per cent of total union membership in Canada was reported by local unions whose members were dispersed throughout several locations in different areas or provinces. These locals and their membership have been classified to "two or more provinces" or "two or more areas" in Tables 3 and 4.

Just over 7,400 union locals with a total of 1½ million members were active in Canada at the beginning of 1964. Most but not all of these locals supplied the required data to the survey. The small number of locals from which no information was obtained is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, since their membership is not known. An adjustment entry is shown, however, which represents the difference between the total union membership based on the survey of union headquarters, mentioned earlier, and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Labour Organizations Section of the Economics and Research Branch from local union secretaries. Their co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP, BY INDUSTRY,[1] 1964

Industry	Locals	Membership
Forestry[2]	**23**	**40,100**
Fishing and Trapping	**9**	**4,100**
Mines	**175**	**50,500**
Metals	98	33,000
Mineral fuels	35	9,600
Non-metal	28	7,200
Quarries	12	500
Incidental services	2	200
Manufacturing	**2,449**	**627,400**
Food	319	64,200
Beverages	68	9,900
Tobacco products	15	5,500
Rubber	35	13,500
Leather	63	11,900
Textiles	142	36,000
Knitting Mills	26	3,900
Clothing	106	43,800
Wood	95	27,400
Furniture and fixtures	57	9,100
Paper	314	75,400
Printing and publishing	192	28,900
Primary metals	121	64,200
Metal fabricating	228	37,800
Machinery	104	21,000
Transportation equipment	124	82,800
Electrical products	117	44,800
Non-metallic mineral products	131	19,300
Petroleum and coal products	24	4,400
Chemical products	114	16,800
Miscellaneous manufacturing	54	6,700
Construction	**551**	**159,200**
Transportation and Utilities	**2,061**	**329,600**
Air transport and incidental services	65	7,000
Water transport and incidental services	70	34,900
Railway transport	1,043	130,900
Running trades	*351*	*34,800*
Non-operating employees	*718*	*96,100*
Truck transport	30	22,400
Buses and streetcars	55	19,200
Other transport	11	2,400
Storage	23	5,400
Communication	606	67,900
Power, gas and water	141	39,500
Trade	**201**	**50,800**
Finance	13	**900**
Service Industries	**501**	**114,200**
Education	104	9,500
Health and welfare	176	56,000
Recreational service	84	21,100
Services to business	7	400
Personal services	118	24,500
Miscellaneous services	12	2,700
Public Administration	**682**	**93,100**
Federal administration	36	3,600
Provincial administration	71	16,100
Local administration	575	73,400
Industry not reported	**22**	**5,300**
Adjustment entry[3]		**18,000**
No return	**717**	
Totals	**7,404**	**1,493,200**

[1]Based on DBS Standard Industrial Classification (1960).

[2]Includes some sawmilling.

[3]This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1964

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Forestry	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Fishing and Trapping	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mines	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO//CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Butcher Workmen (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills	Clothing Workers Federation (CNTU) National Council of Canadian Labour (Ind.) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies' Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers Federation (CNTU)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Lithographers (Ind.) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Electrical products	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and coal products	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals District 50, U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1964

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Construction	Building Workers' Federation (CNTU) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation and Utilities	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Railway transport	
Running trades	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Railway, Transport and General Workers (CLC) Transit Union (AFL-CIO/CLC)
Other transport	Railway Clerks (AFL-CIO/CLC)
Storage	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Communication	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Employees (CLC) Traffic Employees (Ind.)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC) Public Employees (CLC) Commerce and Office Employees Federation (CNTU)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
Finance	Commerce Employees' Federation (CNTU) CNTU-chartered locals Office Employees (AFL-CIO/CLC)
Service Industries	
Education	Public Employees (CLC) Public Service Employees Federation (CNTU)
Health and Welfare	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC)
Services to business	Commercial Telegraphers (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal services	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Miscellaneous services	Building Service Employees (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Teamsters (Ind.)
Public Administration	
Federal administration	CLC-chartered locals
Provincial administration	B.C. Government Employees (CLC) Saskatchewan Government Employees (Ind.)
Local administration	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)

TABLE 3—UNION MEMBERSHIP, BY PROVINCE, 1964

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland	116	105	20,400
Prince Edward Island	33	30	1,900
Nova Scotia	340	310	43,100
New Brunswick	296	265	29,000
Quebec	1,915	1,655	409,500
Ontario	2,790	2,489	577,100
Manitoba	316	293	63,600
Saskatchewan	366	332	44,800
Alberta	411	399	62,600
British Columbia	796	788	190,800
Yukon and Northwest Territories	10	6	500
Two or more provinces[1]	15	15	31,900
Adjustment entry[2]	.....	.....	18,000
No return	.....	717	.....
Totals	7,404	7,404	1,493,200

[1]Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

[2]This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1964

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook	24	3,100	
Grand Falls	20	2,700	
St. John's	57	9,600	
Two or more areas	2	4,700	
Prince Edward Island			
Charlottetown	26	1,600	Summerside
Nova Scotia			
Amherst	13	1,100	Bridgewater, Inverness, Liverpool,
Halifax	94	16,500	Springhill, Yarmouth
Kentville	27	1,600	
New Glasgow	42	5,200	
Sydney	76	14,000	
Truro	20	1,200	
Two or more areas	3	700	
New Brunswick			
Bathurst	24	2,500	Minto, St. Stephen, Sussex, Woodstock
Campbellton	24	2,800	
Edmundston	20	1,700	
Fredericton	23	1,000	
Moncton	52	6,600	
Newcastle	12	1,100	
Saint John	82	10,200	
Two or more areas	1	1,000	
Quebec			
Asbestos	6	1,500	Maniwaki, Mont Laurier
Beauharnois	10	1,400	
Buckingham	11	1,200	
Drummondville	31	5,100	
Farnham—Granby*	51	6,200	
Gaspé*	14	1,600	
Hull* (included with Ottawa, Ont.)			
Joliette	41	4,200	
La Tuque	12	1,500	
Lac St. Jean*	128	17,000	
Lachute—Ste. Thérèse*	23	3,500	
Montmagny	8	1,500	
Montréal*	587	218,700	
Québec—Levis*	169	35,400	
Québec North Shore*	43	12,100	
Rimouski	18	2,000	
Rivière du Loup	18	1,500	
Rouyn—Val d'Or*	44	4,000	
St. Hyacinthe	27	5,600	
St. Jean	34	3,400	
Ste. Agathe—St. Jerôme*	19	3,500	
Shawinigan	37	7,700	
Sherbrooke*	79	12,600	
Sorel	22	4,800	

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1964

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Quebec—Cont'd			
Thetford—Megantic—St. Georges*	33	4,600	
Trois Rivières	71	11,400	
Valleyfield	22	3,200	
Victoriaville	35	4,100	
Two or more areas	15	21,700	
Ontario			
Barrie	19	1,300	Arnprior, Bracebridge, Carleton Place, Collingwood, Gananoque, Goderich, Hawkesbury, Leamington, Listowel, Midland, Napanee, Orillia, Parry Sound, Perth, Picton, Renfrew, Sioux Lookout, Sturgeon Falls, Walkerton.
Belleville—Trenton*	54	5,800	
Brampton	24	2,800	
Brantford	51	8,000	
Brockville	21	2,800	
Chatham	21	3,100	
Cobourg	21	1,800	
Cornwall	31	5,000	
Fort Frances	18	1,300	
Fort William—Port Arthur*	113	23,400	
Galt	50	5,600	
Guelph	52	6,200	
Hamilton	163	49,400	
Kapuskasing	12	4,900	
Kenora	29	3,400	
Kingston	40	7,800	
Kitchener	64	13,900	
Lindsay	15	1,000	
London	99	20,700	
Niagara Peninsula*	181	30,100	
North Bay	47	5,400	
Oshawa	49	21,600	
Ottawa—Hull*	135	25,800	
Owen Sound	16	1,300	
Pembroke	28	2,400	
Peterborough	50	7,700	
Prescott	8	1,000	
St. Thomas	37	2,800	
Sarnia	37	8,700	
Sault Ste. Marie	48	11,100	
Simcoe	16	1,200	
Smiths Falls	18	1,300	
Stratford	36	2,700	
Sudbury*	77	27,500	
Timmins—Kirkland Lake*	64	6,300	
Toronto*	534	192,200	
Wallaceburg	5	1,000	
Windsor	82	29,700	
Woodstock—Tillsonburg*	24	4,000	
Two or more areas	20	22,900	
Manitoba			
Brandon	30	1,600	Dauphin, Portage la Prairie
Flin Flon	12	2,900	
The Pas	12	3,500	
Winnipeg	221	53,200	
Two or more areas	2	1,900	
Saskatchewan			
Moose Jaw	39	4,500	Estevan, Lloydminster, Swift Current
North Battleford	23	2,500	
Prince Albert	33	3,100	
Regina	78	13,700	
Saskatoon	95	11,900	
Weyburn	8	1,000	
Yorkton	27	1,800	
Two or more areas	5	5,100	
Alberta			
Blairmore	11	1,300	Drumheller, Edson, Grande Prairie, Red Deer
Calgary	120	24,100	
Edmonton	151	28,500	
Lethbridge	42	2,700	
Medicine Hat	29	2,700	
Two or more areas	3	2,400	
British Columbia			
Central Vancouver Island*	60	14,400	Chilliwack, Dawson Creek, Princeton
Cranbrook	27	4,200	
Kamloops	36	3,000	
Kitimat	5	1,800	
Okanagan Valley*	58	7,500	
Prince George	33	3,700	
Prince Rupert	38	3,600	
Trail—Nelson*	40	5,400	
Vancouver—New Westminster*	362	122,100	
Victoria	86	14,900	
Two or more areas	10	8,000	

*Indicates labour market area comprising two or more NES local office areas. See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component NES local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond, **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montréal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévin Québec. **Québec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

Manpower Developments during 1964

Employment trends particularly encouraging, large employment increases occurred, and unemployment continued to decline

Employment trends have been particularly encouraging during the past year. With job openings increasing noticeably in all parts of Canada, large increases in employment have occurred among both men and women. A highlight of the steadily improving labour market situation was the job strength in manuafcturing.

Unemployment continued to decline sharply during the year, a period in which the labour force was expanding at an above-average rate.

The employment expansion during 1964 was accompanied by a continuation of the upward trend in wage rates. In August 1964 (the most recent data available), average wages of wage earners in manufacturing industries was $83.31, an increase of $4.49 a week compared with a year earlier.

The work week in manufacturing (seasonally adjusted) averaged 41.1 hours in August. This was a slight decline from the beginning of the year but it was two fifths of an hour longer than the average work week in August 1963.

For the first 11 months of 1964, employment, on average, was estimated to be 6,594,000. Compared with the same period in 1963, the total was higher by 236,000, or 3.7 per cent. This was substantially greater than the advance in any previous year of the post-war period, and was the largest relative gain since 1956.

The unemployment situation also has brightened considerably during the past year. In November, the seasonally adjusted unemployment rate was 4.3 per cent, as compared with 4.9 per cent at the beginning of the year and 5.1 per cent in November 1963. The unadjusted unemployment rate of 3.7 per cent in November was the lowest ratio for the month since 1956.

As noted earlier, manufacturing industries figured prominently in the employment and unemployment developments during the past year. In recent months, manufacturing employment has been running just over 100,000 higher than a year earlier.

This was an unusually large advance. The increase, for example, over the first 24 months of the current business upswing, a much larger period, was only about the same size, and in the short-lived 1958-59 expansion, the advance was only about 50,000.

Contrary to the experience of the 1950's, when employment in the durable goods sector tended to expand while that in the non-durable goods industries remained comparatively stable, during the current business upturn both sectors have been rising.

The most marked improvement has been in durable goods, where employment is currently about one fifth higher than in the early part of 1961. Employment in non-durable goods industries is currently about one tenth higher. Indicative of the breadth

of the cyclical expansion, almost all manufacturing industries posted employment gains during the period.

Aside from manufacturing, the largest employment advance during the past year was in service, where employment has been running about 60,000 higher than during the comparable period in 1963. Showing the largest advance was personal service. Smaller gains took place in community and government service. In the remaining service-producing industries, employment increased slightly or remained unchanged.

Employment in agriculture continued its secular decline. In November 1964, farm employment was 34,000 lower than a year earlier. Non-farm employment was up by 232,000, or 3.9 per cent.

It will be remembered that farm employment declined noticeably in relative importance over the course of the past few years. In 1954, agriculture accounted for about 17 per cent of total employment, compared with 10 per cent in 1964. So far there has been little evidence of a break in this trend, which suggests that for some time to come job openings in non-farm industries will have to increase at a rapid enough pace to take this factor into account.

Over the year, all regions shared in the employment expansion. The gains ranged from 2.4 per cent in the Prairie regain to 5.3 per cent in British Columbia. The increase was largely among men, who accounted for 123,000 of the total increase. Women's employment increased by an estimated 72,000.

Unemployment in November 1964 was estimated to be 258,000, which was 45,000 lower than a year earlier. Virtually all of the decline was among men. The largest decrease was among men 25 to 34 years of age.

Of the 258,000 unemployed in November, some 192,000, or 74 per cent of the total, had been unemployed for three months or less. An estimated 32,000 had been unemployed from four to six months and 34,000 for seven months or more.

Unemployment rates were lower than a year earlier in all regions. The percentages ranged from 2.4 per cent in Ontario to 6.7 per cent in the Atlantic region. Wide differentials of this order reflect the lack of labour mobility characteristic of a country where large geographical distances work against matching the demand for workers with the available labour supplies.

Wages and Working Conditions

All major industrial groups in the economy shared in the general increase in weekly wages and salaries. Earnings in the construction, forestry, service, manufacturing, finance, insurance and real estate sectors showed a greater rate of increase than the industrial average. As in the previous year, the largest relative increase in weekly income was in the Atlantic region. British Columbia continued to enjoy the highest average income.

At the beginning of 1964, the recorded trade union membership in Canada was 1,493,000—a figure 3 per cent higher than that reported the previous year. This total union membership represented 29.4 per cent of the estimated total number of non-agricultural paid workers in Canada. Three quarters of the members were in unions affiliated with the Canadian Labour Congress.

Collective agreements covering hundreds of thousands of workers were concluded without work stoppage in 1964. In the first ten months of the year, the proportion of working time lost through industrial disputes amounted to less than one tenth of one per cent. The most extensive strikes were in the printing and publishing industry, with a loss of more than 200,000 man-days in the first ten months of the year; in the wood manufacturing industry, with a loss of more than 150,000 man-days in the first ten months; and in the transportation equipment industry, with a loss of more than 145,000 man-days during the same period.

Over the past decade and a half, there has been a reduction in the work year as a result of reductions in the standard work week and extensions of annual paid statutory holidays and vacations. A survey of working conditions in Canadian manufacturing industries shows that in 1964, approximately 76 per cent of the plant workers were employed in establishments with a standard work week of 40 hours or less, compared with 25 per cent in 1949.

In addition, Canadian employees over the past decade or so have benefited from longer vacations, shorter qualifying lengths of service for these vacations, more paid holidays, and higher employer contributions to, and extended benefits from employee welfare arrangements and pension plans.

In 1964, a higher proportion of plant workers in manufacturing than in 1963 became entitled to three- and four-week vacations, and eight or more paid holidays.

Collective Bargaining

During the first six months of 1964, more than 80 major agreements, i.e., those applying to bargaining units of 500 or more employees in industries outside the construction sector, were negotiated in Canada. These agreements covered approxiamtely 127,000 workers.

Nearly three fifths of the new agreements were concluded by manufacturing firms. Close to one fifth of the agreements were negotiated in the service sector by municipal

governments and hospitals. The remainder were signed by employers in the transportation, storage and communications sector, logging firms in Quebec and British Columbia, electric power and gas companies, metal mining companies in northern Ontario, and a food retailing firm.

Nearly three quarters of the agreements were signed for terms of two to three years, the two-year agreements predominating. The rest of the agreements were for 12 to 16 months.

In only four agreements, three of them covering workers in the pulp and paper industry, were no general wage increases given, but provision was made for other improvements.

Wage increases of 4 to 7 cents an hour on labour rates were granted in 7 out of 18 one-year agreements. Higher wage increases were included in six other one-year agreements. Among these were agreements of pulp and paper companies in British Columbia that increased labourers' rates by 11 cents an hour.

Of 41 two-year agreements, more than half provided for wage increases ranging from 10 to 14 cents an hour. Wage increases in 9 out of 20 three-year agreements ranged from 15 to 18 cents an hour. In five other three-year agreements, provision was made for wage increases of 20 to 25 cents an hour.

The N.S. Labour-Management Agreements

Labour and management in Nova Scotia have shown legislation by joint consent is not idle dream, says Prof. John Crispo in paper prepared for National Labour-Management Conference

"Labour and management in Nova Scotia have shown that legislation by joint consent is not an idle dream and that through progress in this area the general state of mind which underlies their relationship can be much improved." John H. G. Crispo, Associate Professor of Industrial Relations, University of Toronto School of Business, outlined the Nova Scotia experience in a paper prepared for the National Conference on Labour-Management Relations sponsored by the Economic Council of Canada (L.G., Jan., p. 22).

In his paper "The Nova Scotia Labour-Management Agreements," Prof. Crispo concluded that others might emulate the example of the Nova Scotians, "if only to avoid the possibility of ever-more confining legislative framework" being built around their relations.

In an attempt to halt the annual barrage of briefs and counter-briefs to the provincial Legislature, representatives of labour and management in Nova Scotia have been meeting together since 1962 to study their mutual problems. They were motivated primarily by a recognition of the ineffectiveness of the then existing situation, in which labour relations was becoming "a game of cat and mouse between those responsible for administering labour legislation and those required to live under it."

Separate labour and management seminars had been held at the Dalhousie Institute of Public Affairs since its foundation in 1936. Many persons credit these sessions with leading to an awareness that there was an alternative to continuous conflict in industrial relations.

In 1960, the government introduced amendments to the Nova Scotia Trade Union Act which would have granted an elective union shop and provided for handling of unfair labour practices cases by the Labour Relations Board. Management and labour reactions to the amendments were so divergent that the provincial Government appointed Judge A. H. McKinnon as a one-man fact-finding commission.

In his Report (L.G. 1962, p. 507), Judge McKinnon urged labour and management to settle their differences on their own, as is the practice in many European countries, rather than turning to the Government. He also recommended a moratorium on legislation while the parties attempted to reverse the trend to restrictive legislation.

The alternative is more and more restrictive legislation to meet every demand and crisis until the conduct of management-labour relations is strait-jacketed in a code of laws that will govern every aspect of the relationship between the two vital parties, and true collective bargaining, which all labour enactments are intended to foster, will be eliminated. The result can only be the existence of two warring factions held at bay by the policing of the state.

After the McKinnon report was tabled, the Institute of Public Affairs convened an informal study group of 10 selected individuals, four each from labour and management and two from the Institute itself.

This Joint Labour-Management Study Committee met first in May 1962. Its members were motivated by a desire to reduce future government intervention and to promote industrial expansion and greater employment opportunities in their province.

Their terms of reference, as proposed by the Institute, were to consider possible new departures in labour-management relations and the implications of the McKinnon Report and, in particular, to identify and explore areas of disagreement as well as areas of potential agreement and co-operation.

Discussions were free and frank, and led to an increasing degree of mutual trust and confidence.

By September 1962 the Joint Committee had found sufficient basis for understanding to ask the Institute to call a conference of leading provincial labour and management officials that fall. Representatives of firms employing about 25,000 workers and officials of unions with almost 35,000 members attended the conference.

In response to an appeal from Judge McKinnon, the conference keynote speaker, the delegates drafted and approved the First Six-Point Labour-Management Agreement (L.G., Feb. 1963, p. 110).

Prof. Crispo pointed out that "by far the most significant feature about this first agreement was the fact that agreement was reached on anything at all. For the first time in North America a general conclave of union and management representatives was able to agree on some important principles affecting the existence and survival of both."

Most important of the Agreement's provisions was the declaration of a moratorium on further appeals to the Legislature for amendments to the Trade Union Act. "The removal of this irritant by itself made for more satisfactory relations between the two groups," Prof. Crispo wrote.

On the management side, it was agreed that workers had a right to organize and that trade unions had a legitimate role; unfair labour practices to forestall organization were condemned. Labour agreed, in return, that management was entitled to a fair return on investment. It was also mutually agreed to continue and expand the Joint Study Committee, which was instructed to explore the possibility of a basic agreement to govern relations between the parties.

After the conference the Agreement was submitted to a "community of endorsees" composed of most of the interested groups on both sides, virtually all of whom approved it.

Soon after the First Labour-Management Conference, the Joint Study Group, now expanded to 16 members to make it more representative, established a three-man subcommittee to seek agreement on the specific legislative changes proposed in the McKinnon Report. The subcommittee made four recommendations for amendment to the Trade Union Act:

—insertion of a "free speech clause" allowing employers to express their views on unions to their employees while they are in the process of considering organization,

—a change giving the Labour Relations Board power to hear unfair labour practices cases and to issue "cease and desist" orders. Previously, these cases had to be handled in courts and then only after the Minister of Labour had granted consent to prosecute,

—a clarification of the law making clear the legality of "union security" arrangements,

—an amendment making conciliation boards available only on request of both parties to a dispute.

The draft Second Six-Point Agreement also recommended: the continuation of the Labour-Management Study Committee; the lifting of the legislative moratorium while joint proposals were presented to the Legislature; the establishment of a "resource centre" at the Dalhousie Institute to provide assistance and information relating to the work of the Joint Study Committee; that the conference approve and study the application of a resolution on automation drafted by the companies and unions of the Eastern Canada Newsprint Group; and that the Joint Study Committee review annually the results of all recommendations endorsed by the Second Joint Labour-Management Study Conference.

Prof. Crispo believes "had it not been for the changes which the second six-point agreement called for in the Trade Union Act, the whole experiment might have blown up . . . it was quite obvious to all concerned that they would have to deliver something concrete on the legislative front or run a serious risk of being scuttled by the sceptics."

He stressed that "none of these proposals was made by the study committee without a good deal of thought. Each was discussed at length on its merits and it was not simply a matter of each party exchanging one set of McKinnon-Report proposals for another."

The Second Joint Conference approved the Study Committee's draft Six-Point Agreement without alteration (L.G., Dec. p. 1069). The legislative proposals were then submitted to the Government.

When the amendments appeared on the floor of the Legislative Assembly, however, definite changes had been made. After strong representations by the Joint Study Committee the amendments were withdrawn and later re-introduced in a form similar to that proposed by the Joint Conference.

Prof. Crispo states that while this experience led the joint committee and the government to improve their lines of communication, the

basic issue of the appropriate nature of their relationship remains to be worked out. Should the law follow or precede community acceptance of social values?

The tangible accomplishments of the experiment have been: the moratorium on requests for legislation, an end to the annual barrage of briefs and counter-briefs to the Province, the jointly requested changes in the Trade Union Act, and the establishment of regular channels of communication between labour and management and between these and the government.

These accomplishments are outweighed, in Prof. Crispo's opinion, by the intangible results of the experience which has brought about a better industrial relations climate in Nova Scotia, as well as an acceptance by both sides of the need for improved relations for the good of the province.

The most glaring shortcoming in the work of the committee to date has been its lack of impact upon day-to-day collective bargaining problems, the paper asserts. But, because labour and management in Nova Scotia appear to truly believe in the value of their new relationship, they may find it relatively easy to take advantage of it at the operating level.

The chief danger ahead is overconfidence. Both sides may ask too much of the arrangement by expecting it to eliminate all their mutual problems. "Some conflict is inevitable and perhaps even desirable," says the writer.

Another useful innovation has been the establishment of a subcommittee of the Joint Study Committee to look into the problems of automation and to agree upon where responsibilities for resulting dislocation should lie.

The writer suggests that the relevance of the Nova Scotia experiments to the rest of Canada lies not so much in the methods but in the spirit of the Agreements, and he cites other similar experiences in Quebec; Ontario and Manitoba.

Professor Crispo concludes that the important results in Nova Scotia have lain chiefly in a changing of attitudes and in the building of confidence in the ability of labour and management to come to agreement without government intervention. He recommends that other jurisdictions study the Nova Scotia experience closely with an eye to averting the trend toward more restrictive labour legislation.

Annual Report for 1963 of the British Chief Inspector of Factories

Places special emphasis on importance of properly organized safety training for all workers, especially for young people. Number of accidents up 7.4 per cent from the previous year

The 1963 Annual Report of Britain's Chief Inspector of Factories places special emphasis on the importance of properly organized safety training for all workers, and especially for young people. A special chapter is devoted to the responsibilities of factory occupiers, employers, workers and others involved to prevent accidents and eliminate industrial disease. The Report makes the usual review of industrial injuries and efforts to prevent them.

The total number of accidents reported to the Inspectorate in 1963 was 204,269. This was 7.4 per cent more than in 1962, when 190,158 accidents were reported. The number of fatal accidents, however, 610, was the lowest since 1959.

The increase in the total number of reported accidents is believed to be due in part to an improvement in the standard of the reporting of accidents in the second half of the year following the publication in July 1963 of the results of the survey on reporting standards carried out in 1962. (This showed that only about 60 per cent of all reportable accidents were reported.) The Report comments that if the increase was due to the fact that a higher proportion was being reported, then direct comparison between the figures for 1963 and preceding years could not be relied on to show a trend in the incidence of industrial accidents.

A further and larger survey on the reporting of accidents was carried out in April 1964. The detailed examination of the results has not yet been completed, but the survey shows, at that time, there was an over-all improvement of some 5 per cent in the proportion of accidents reported.

A chapter on statistics and trends again provides analyses of accident statistics relating to: industry generally; factories; con-

struction work; docks, wharves, quays and warehouses; accident frequency rates; electrical accidents; and dangerous occurrences.

Causes of Accidents—The causes and nature of accidents and site of injury were much the same as in previous years in spite of the increase in the number reported. The five main causes—the manual handling of goods, falls of persons, stepping on or striking against objects, being struck by falling objects and the use of hand tools—accounted for 66 per cent of all accidents. The report points out that measures which can be taken against the hazards which cause these accidents are an integral part of efficient management and good workmanship, but that no real progress in reducing the number of such accidents appears to have been made.

Construction Industries—There were 28,348 accidents on construction work, 22,419 on building operations and 5,929 on works of engineering construction. Fatalities were 170 for building operations, compared with 193 in 1962, and 72 for works of engineering construction compared with 88 in the previous year. The report states that this reduction in the number of deaths was partly due to the abnormal weather conditions in the early part of 1963, which brought a good deal of construction work to a standstill for several weeks.

Falls of persons accounted for 28.5 per cent of all accidents in the construction industries. The number of deaths from this cause was 134, more than half of the total number of fatalities on construction work.

Four per cent of all accidents reported from construction work were attributable to protruding nails. The Report comments that this is a high price to pay for the neglect of simple precautions such as flattening or removing nails.

Safety Activities in Industry—At the end of 1963, 18 of the 25 industries approached since 1961 about the provision of voluntary safety activities had central safety committees; in another two, safety matters were dealt with by a subcommittee of the Joint Industrial Council and two more were considering setting up a safety committee. The remaining industries did not consider that they could support a special committee, but more attention was being given to safety matters in the consideration of general business.

Safety of Young Persons—The report states that there is evidence of a growing interest in the training of new entrants in safety matters, and that an increasing number of firms have developed excellent training schemes into which effective safety training has been integrated. But it is still only the larger firms that offer systematic training.

It may not be so easy for small firms to give safety training, but, if the will is there, it is by no means impossible. It can be given adequately by a foreman or another experienced worker provided that they have the proper attitude towards safety, are fully aware of all the potential dangers, and are scrupulously careful about safe working methods. It can also be done by using group training schemes, the Report points out.

Training in many firms, including safety training, still appears to be concentrated on apprentices, and little or no attention is paid to new entrants to semi-skilled or unskilled work. One reason advanced for this is the rapid turnover among this type of worker, which discourages the spending of time, effort and money on training. For this reason the increasing number of induction courses being given to prospective school-leavers while they are still at school is welcomed.

A number of accidents to young persons in 1963 are cited. Examination of the accidents reported shows that lack of training, inadequate supervision and the bad example of older workers are, either singly or in combination, the main causes.

New Developments in Industry—Some developments in mechanization which eliminate old hazards but may sometimes introduce new ones are considered in a separate section. This points out that, in many factory processes, developments over the years have either eliminated or greatly reduced a hazard to which the worker has been exposed. Automation and mechanization continue to remove the worker from contact with dangerous processes and substances, but developments which enhance the efficiency of existing processes or introduce new processes are not always beneficial to the health and safety of the worker.

Developments in mechanization reported during the year indicate that although operators employed in many processes are no longer exposed to the danger of machinery in motion, the problems of plant maintenance have greatly increased because maintenance personnel in some industries must attend to machinery while it is running and such dangerous machinery should be securely fenced.

Some examples are given of developments in certain industries which present new hazards. These include the use of tonnage oxygen in steel making, problems of exhaust ventilation in cotton textiles, and the use of driverless trucks.

Responsibilities of Employers, Workers—The first part of the special chapter on responsibilities on safety and health matters deals with responsibility for the total safety

effort in the factory; the second is a short guide to the quite specific allocation of duties under the law.

But it is pointed out that legislation cannot be a complete guide to what should be done. Equally essential is a sense of responsibility throughout industry for voluntary action in achieving the highest standards of safety and health. On humanitarian grounds alone, mere compliance with the letter of the law is not enough, and both employers and workers are normally bound to accept responsibilities that are wider than those imposed by law.

These wider responsibilities include the institution of a safety policy, adequate and competent training of personnel, good supervision and self-inspection, the provision of protective clothing and equipment, the appointment of safety officers and the establishment of safety committees. They are discussed at length and the role of management, workers and others in safety and health matters is set out.

Management, it is stated, should have a clearly defined safety policy and an organization to see that it is carried out. The precise form of such an organization will depend on the circumstances of the establishment, but in exercising their responsibilities managements should see that their policy covers such essential points as identification of hazards, training supervision, self-inspection, and use of protective clothing and equipment.

Certain obligations are laid on the workers by the Factories Act, 1961, and apart from these it is necessary that every worker should act with common sense and consideration and a full sense of responsibility, the Report states.

Annual Report on Industrial Health

The annual Report of the Chief Inspector of Factories on Industrial Health, 1963, comprises three main chapters: review of the year; industrial diseases, poisoning and gassing; and a special discussion on "Applied Physiology of Work." This third chapter can be regarded as a counterpart to the section on new developments in industry contained in the main Report.

Review of the Year—Chapter I of the Report reviews the main developments and activities during 1963, including progress on drafts of regulations dealing with the protection of the health of workers exposed to the risk of anthrax, lead or mercury poisoning; and with the safe use and handling of unsealed sources of ionizing radiations.

During the year a considerable volume of chemical, physical and biological testing was carried out in the Factory Inspectorate's own laboratories in connection with investigations into problems of industrial health and compliance with legislation.

Some information is given about the progress of a research program into effects of industrial noise on hearing which is being financed from the Industrial Injuries Fund. The project has the full support of the British Employers' Confederation and the Trades Union Congress.

In 1963 Appointed Factory Doctors carried out 519,705 examinations of young persons for fitness for employment under the Factories Act, compared with 505,325 examinations in 1962. Certifications of fitness were refused in 1,449 cases, compared with 1,529 in the previous year. An analysis of the causes of rejection is given.

Industrial Diseases, Poisoning and Gassing—Chapter II discusses the incidence of notifiable industrial diseases and reportable gassing accidents, and gives details of some of the cases of industrial disease, poisoning and gassing notified to the Inspectorate in 1963 and of some non-notifiable diseases that came to their attention.

In 1963 there were 503 notified and accepted cases of industrial disease or poisoning, compared with 432 in 1962. Investigations, following notification of cases of industrial disease or poisoning, were undertaken where appropriate by the Chemical and Medical Branches of the Inspectorate, including analyses of the air of workrooms and medical examinations of workers involved.

There were also 259 gassing accidents, compared with 281 in 1962. The Report points out that a constantly recurring factor, particularly in the case of carbon monoxide gassings, is the failure of men to take the proper precautions and use the breathing apparatus available, even though they have been warned of the risk.

Applied Physiology of Work—In a chapter on "Applied Physiology of Work," the Report discusses the effect of automation and mechanization. On the one hand these reduce physical fatigue and lessen the need for physical effort but, on the other hand, sometimes create psychological problems because of the need to adjust to new methods of working which may result in mental fatigue. In a number of cases, however, processes

(Continued on page 157)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force[a] ..... (000)	Jan. 16	6,855	− 0.6	+ 2.4
Employed ..... (00)0	Jan. 16	6,447	− 2.5	+ 3.5
Agriculture ..... (000)	Jan. 16	513	− 1.5	−10.5
Non-agriculture ..... (000)	Jan. 16	5,934	− 2.6	+ 4.9
Paid workers ..... (000)	Jan. 16	5,415	− 2.7	+ 5.3
At work 35 hours or more ..... (000)	Jan. 16	5,391	− 2.3	+ 2.2
At work less than 35 hours ..... (000)	Jan. 16	862	− 5.5	+ 9.3
Employed but not at work ..... (000)	Jan. 16	194	+ 6.0	+15.5
Unemployed ..... (000)	Jan. 16	408	+43.2	−12.5
Atlantic ..... (000)	Jan. 16	64	+52.4	−11.1
Quebec ..... (000)	Jan. 16	159	+52.9	− 8.1
Ontario ..... (000)	Jan. 16	98	+28.9	−18.3
Prairie ..... (000)	Jan. 16	47	+46.9	−13.0
Pacific ..... (000)	Jan. 16	40	+29.0	−14.9
Without work and seeking work ..... (000)	Jan. 16	383	+41.3	−10.5
On temporary layoff up to 30 days ..... (000)	Jan. 16	25	+78.6	−34.2
Industrial employment (1949=100)	November	134.7	0.0	+ 4.7
Manufacturing employment (1949=100)	November	124.4	+ 0.6	+ 4.9
Immigration	Year 1964	112,606	—	+20.9
Destined to the labour force	Year 1964	56,190	—	+22.5
Strikes and Lockouts				
Strikes and lockouts	January	47	− 2.1	+ 62.1
No. of workers involved	January	29,768	−11.6	+1,595.2
Duration in man days	January	220,380	−52.1	+914.2
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	November	$87.98	− 0.6	+ 4.0
Average hourly earnings (mfg.)	November	$ 2.04	+ 0.5	+ 3.0
Average hours worked per week (mfg.)	November	41.3	− 0.7	− 0.5
Average weekly wages (mfg.)	November	$84.09	− 0.3	+ 2.7
Consumer price index (1949=100)	January	136.9	+ 0.1	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100)	November	147.3	− 1.0	+ 0.8
Total labour income ..... $000,000.	November	2,035	− 0.9	+ 9.3
Industrial Production				
Total (average 1949=100)	December	212.5	− 6.4	+ 6.7
Manufacturing	December	184.4	− 8.7	+ 6.3
Durables	December	186.5	− 9.1	+ 4.5
Non-durables	December	182.6	− 8.3	+ 7.9
New Residential Construction [b]				
Starts	January	6,822	−43.9	−17.9
Completions	January	7,095	− 9.1	+13.7
Under construction	January	89,888	− 0.1	+10.8

[a] Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

[b] Centres of 5,000 population or more.

Employment and Unemployment, January

Employment declined by 167,000 to 6,447,000 between December and January. This decrease was somewhat smaller than is usual for the time of year.

Unemployment rose by 123,000 to 408,000 during the month, about the average increase for this period.

The decline in the labour force of 44,000 was less than seasonal.

The unemployment rate in January represented 6.0 per cent of the labour force, compared with 7.0 per cent in January 1964 and 8.3 per cent in January 1963. Seasonally adjusted, the January 1965 unemployment rate was 4.3 per cent.

Employment in January was 216,000 higher than a year earlier, and unemployment was 58,000 lower. The labour force, at 6,855,000, was 158,000 or 2.4 per cent higher than in January 1964.

Employment

The decrease of 159,000 in non-farm employment between December and January was less than seasonal. Farm employment showed little change.

Construction employment was down less than usual for the month, and manufacturing employment was well maintained. Employment in trade decreased, as is customary, following the release of temporary workers hired for the Christmas season.

Total employment in January rose 216,000, or 3.5 per cent, from a year earlier. Non-farm employment was higher by 276,000, or 4.9 per cent, but farm employment was 60,000 lower than in January 1964.

In non-farm industries, the largest employment gains over the year occurred in service and manufacturing. Smaller gains took place in construction and mining.

Employment among men has shown a strong over-the-year increase as a result of marked strengthening in the goods-producing industries. In January 1965 the number of employed men was 140,000, or 3.2 per cent, higher than in January the year before. Employment among women increased by 76,000, or 4.2 per cent, compared with a year earlier.

Employment was higher than a year ago in all regions. The largest percentage increases were recorded in the Atlantic region and British Columbia, the gains being 5.4 per cent and 5.3 per cent, respectively.

Unemployment

Unemployment increased by 123,000 to 408,000 between December and January. The change was about in line with the usual seasonal pattern. Compared with a year earlier, unemployment was down 58,000.

Of the 408,000 unemployed in January, some 320,000, or about four fifths of the total, had been unemployed for three months or less. An estimated 44,000 had been unemployed for four to six months and 44,000 for seven months or more.

LABOUR MARKET CONDITIONS

Labour Market Area	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Jan. 1965	Jan. 1964	Jan. 1965	Jan. 1964	Jan. 1965	Jan. 1964	Jan. 1965	Jan. 1964
Metropolitan	4	6	8	6	—	—	—	—
Major Industrial	10	13	14	11	2	2	—	—
Major Agricultural	5	5	9	9	—	—	—	—
Minor	28	27	25	27	5	4	—	—
Total	47	51	56	53	7	6	—	—

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's VANCOUVER-NEW WESTMINSTER-MISSION CITY ← WINNIPEG ←	Calgary Edmonton Halifax Hamilton Montreal OTTAWA-HULL ← TORONTO ← Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Farnham-Granby-Cowansville Joliette LAC ST. JEAN ← Moncton New Glasgow → Shawinigan SHERBROOKE ← SYDNEY-SYDNEY MINES ← Trois Rivieres	Brantford Cornwall Fort William-Port Arthur Kingston LONDON ← Niagara Peninsula OSHAWA Peterborough Rouyn-Val d'Or Saint John Sarnia SUDBURY ← Timmins-Kirkland Lake-New Liskeard Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown PRINCE ALBERT ← Riviere du Loup Thetford-Lac Megantic-Ville St. Georges YORKTON ←	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford RED DEER ← Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Central Vancouver Island CHILLIWACK ← Dauphin Dawson Creek Drummondville Edmundston Gaspe Grand Falls KAMLOOPS ← KENTVILLE ← Montmagny Newcastle Okanagan Valley PORTAGE LA PRAIRIE ← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside VALLEYFIELD ← Victoriaville WOODSTOCK, N.B. ← Yarmouth	BEAUHARNOIS ← Belleville-Trenton BRAMPTON ← Cranbrook Drumheller Fredericton GODERICH ← Grande Prairie Lachute-Ste. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince George-Quesnel Prince Rupert St. Hyacinthe St. Jean Sault Ste. Marie Simcoe Swift Current Trail-Nelson Truro Walkerton Weyburn	Galt Listowel St. Thomas Stratford Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207.

Workmen's Compensation Board of Ontario

Last month marked beginning of second half-century of service to employers and workers of province. Workmen's Compensation Act of Ontario, Canada's first, became effective 50 years ago

On January 1 the Workmen's Compensation Board of Ontario began its second half-century of service to employers and workers of the province.

Before 1914, Ontario had followed the common law principle of England which provided that an employer was liable for damages for his negligence in respect to accidents to his employees. An injured worker, however, had to sue his employer in court. He could not claim any redress if the injury was due to his own negligence or that of a fellow worker. Litigation was long and costly, and even if the plantiff won, there was no guarantee he could collect damages. In many cases an industrial accident meant that a worker and his family faced destitution.

In 1910 Sir William Meredith was appointed to investigate the whole matter. His report led to the passing of the Workmen's Compensation Act of Ontario, which became effective on January 1, 1915. According to International Labour Organization standards, this legislation meets all the requirement of an ideal act. It has been not only widely praised but also widely copied. Similar legislation is now in effect in every province in Canada and in the Yukon and North West Territories.

Under the Act, the Board has exclusive jurisdiction in all matters pertaining to compensation and there is no appeal to the courts. Dr. E. C. Steele, one of three Commissioners, has stated "unimpeded by legal quarrels in the courts, divorced from political interference, and invulnerable to vested interests with the profit motive, the Board can concentrate its efforts and focus its attention on what we have long considered to be the goal of the compensation process—successful rehabilitation." The objective of the Board in every case is to assist the injured workman to return to his job as quickly as possible with a minimum of impairment.

Rehabilitation is a continuous process in which there should be no gaps in treatment, financial aid or vocational assistance from the time of the initial injury until return to gainful employment. For rehabilitation to be successful there must be adequate medical care with no limitation on either time or money.

The Legislators of the Workmen's Compensation Act of Ontario, supported by both management and organized labour, have decreed that the Ontario workman is entitled to, and shall receive the best medical care and surgical treatment available in the province.

The workman has initial free choice of physician, surgeon or hospital but the Board reserves the right to control the treatment. So far as practical, the injured workman is cared for in his own community; but when services are inadequate the workman will be transferred to the nearest centre where the necessary treatment services are available.

The Board operates a Hospital and Rehabilitation Centre for cases requiring extensive treatment or prolonged care to return them to their maximum level of recovery.

Financial benefits are of considerable importance in any vocational rehabilitation program. The workman must not be allowed to be concerned about financial hardship during his treatment period nor to have fears and forbodings for the future.

The Ontario Act provides for a payment of 75 per cent of the workman's earnings up to a maximum of $86.54 a week during the period he is totally disabled. When he is left with a permanent disability, he receives a disability pension for life, proportionate to his percentage of disability regardless of whether he returns to his former job or to another job paying either more or less, or chooses not to work at all.

Most workmen are anxious to return to their former jobs and this is possible for about 80 per cent. To help the vocational re-establishment of injured workmen, the Board employs 22 rehabilitation officers. It is the responsibility of the rehabilitation officer to act as a co-ordinator and see that the disabled workman receives all the services that he may need.

In determining the course of action in any particular case, the rehabilitation officer has available to him the complete medical evaluation, physical and work assessment tests. When necessary, a psychological or vocational assessment may be obtained.

When it is not practical or possible for a workman to return to his former work, a job requiring essentially the same skills is preferable. Some adjustment to machinery or modification of the job may be all that is required.

(Continued on page 178)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During February, March and April

(except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), & IBEW AFL-CIO/CLC)
British American Oil Co., Clarkson, Ont.	Oil Wks. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO), IBEW CFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madelein & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO-CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.	Kerr-Addison Empl. Assn. (Ind.)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Qne.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC), (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal York Hotel (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)

Part II—Negotiations in Progress During January

(except those concluded in January)

Bargaining

Company and Location	Union
Air Canada, system-wide	Air Line Flight Attendants (CLC)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont.	Traffic Empl. Assn. (Ind.)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)

Company and Location	Union
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
Continental Can Co. of Canada, Toronto, New Toronto, Ont., Edmonton, Alta. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Continental Can Co. of Canada, St. Laurent, Que.	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Electric Autolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Fur Trade Assn. of Canada, Montreal, Que. Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter, Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Routhmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)

Company and Location	Union
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Conciliation Officer	
Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Conciliation Board	
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Post-Conciliation Bargaining	
B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Workers (CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Chrysler Canada Limited, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Arbitration	
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Work Stoppage	
Crow's Nest Pass Coal Co. rep. by Coal Operators' Assn. of Western Canada	Mine Workers (Ind.)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)

Part III—Settlements Reached During January

(A summary of major terms on the basis of the information immediately available. Figures on the number of employees covered are approximate.)

Campbell Chibougamau Mines, Chibougamau, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—general wage increases of 10¢ an hr. eff. Feb. 1, 1965, 4¢ an hr. eff. Feb. 27, 1966, 4¢ an hr. eff Aug. 28, 1966, 3¢ an hr. eff. March 12, 1967 and 3¢ an hr. eff. Aug. 27, 1967; company to contribute $8 a mo. (formerly $4.72 a mo.) for married empl. toward sickness and welfare benefit plan, carrier now to be chosen by union; rate for labourer Aug. 27, 1967 will be $2.04 an hr.; agreement to expire Dec. 31, 1967.

Coleman Collieries & Canmore Mines (represented by Coal Operators' Assn. of Western Canada)—Mine Wkrs. (Ind.): 3-yr. agreement covering 500 empl.—wage increases of 64¢ a day retroactive to July 3, 1964, 64¢ a day eff. July 3, 1965, and 64¢ a day eff. July 3, 1966; additional wage increase

(*Continued on page 206*)

Job Engineering and Job Re-assignment for the Older Worker in American Industry

Installation of labour-saving devices as part of efforts to boost production opens up job opportunities for older workers

In a paper delivered at the International Management Seminar of the Organization for Economic Co-operation and Development, held in London, England in the fall of 1964, Albert J. Abrams, Director, New York State Joint Legislative Committee on Problems of the Aging, spoke on the findings of the Desmond Committee in New York State and a survey in the city of Rochester, N.Y.

Mr. Abrams said that job re-assignment was a far more common practice than job engineering, especially in large firms, and that many concerns reported ". . . that installation of labour-saving devices as part of managements' regular efforts to ease fatigue and boost production, as well as cut costs, has opened up new job opportunities for older job applicants as well as for retaining older workers longer."

He said that much job re-engineering work is not complicated, calling mainly for use of common sense rather than highly technical skills.

Mr. Abrams gives many examples from the report and survey. The most dramatic was that reported by a firm, part of whose operation was spinach trimming. Originally performed by 40 older women standing up and working an eight-hour day, the job was re-engineered. Stools and footrests were supplied, the travel of hands cut by a half, conveyors installed, and work scheduling improved. The result was that only 16 women working four hours a day were needed for this operation, enabling the company to shift the remainder to other work.

A summary of the survey's findings indicates that:

1. Job engineering for older workers is a practical, effective technique to:

Combat declining production,

Step up production above rated pace,

Reduce costs,

Reduce labour turnover,

Enable management to retain experienced workers,

Enable management to hire older workers,

Ease strain on workers.

2. Job engineering should be part of a constant, year-round job engineering, work-simplication program covering all operations and all employees, regardless of age.

3. Job engineering does not necessarily involve an initial capital outlay for new machinery, as is commonly thought. Re-routing of materials or re-scheduling of work, or relocation of controls may be all that is needed.

4. Labour-saving machinery commonly employed in large plants has enabled older workers to be retained longer and has opened up job opportunities for older workers, in specific instances.

5. Job engineering for older workers tends to benefit management beyond the improvement in the specific job involved for the work simplification, and methods changes that result often can be applied to similar groups of positions in the plant whether young or old are in the posts.

6. Firms do not tend to think of job engineering when they have available an extensive variety of operations permitting easy use of re-assignment technique.

7. Little job engineering is being done, especially for older workers, but on the other hand most job engineering programs will aid older workers.

8. There is a twilight zone between job engineering and job re-assignment involving re-shuffling of work flowing to the older worker, so that although not working under a new job title, the older employee's work is changed.

9. There appears to be greater use of job engineering in medium-sized plants than in the large plants employing 1,000 workers or more.

10. Relatively new firms, and those employing primarily clerical, creative or editorial employees, as well as industrial engineering and consulting firms, have had little experience with job engineering for older workers.

"It would seem . . . management needs to consider both re-engineering and re-assignment, employing the technique best suited to the particular case," states Mr. Abram's report.

Men over 50 are more punctual, more disciplined and less inclined to be away on Mondays because of "illness" than younger workers, said the personnel manager of the British Motor Corporation factory in Australia when advertising for employees over the age of 58.

90169—3

Second African Regional Conference

Canada's Deputy Minister of Labour, who is Chairman of ILO Governing Body, opens conference, which was held in Addis Ababa, Ethiopia. Thirty-five member states send delegations

The Second African Regional Conference of the International Labour Organization was held in Addis Ababa, Ethiopia, from November 30 to December 11. The meeting was attended by 181 delegates and advisers representing governments, employers and workers from 35 ILO member states.

George V. Haythorne, Deputy Minister of Labour for Canada and Chairman of the ILO Governing Body, opened the first session of the conference.

The conference unanimously adopted two resolutions on the employment and conditions of work and the status of African women, and two other resolutions on wage policy. It passed six other resolutions on various matters affecting African workers.

Opening of the Second African Regional Conference of the ILO

George V. Haythorne, Deputy Minister of Labour of Canada and Chairman of the ILO Governing Body, expresses the thanks of the Conference to His Majesty, Haile Selassie I of Ethiopia (in the background) during the opening sitting in Addis Ababa. From left to right: Robert K. A. Gardiner, Executive Secretary of the United Nations Economic Commission for Africa; David A. Morse, Director-General of the ILO and Secretary-General of the Conference; Mr. Haythorne; Claude Hislaire, Clerk of the Conference; Diallo Telli, Secretary-General of the Organization of the African Unity.

ILO photograph

Tripartite Technical Meeting for the Clothing Industry

The Tripartite Technical Meeting for the Clothing Industry, convened by the International Labour Organization, which was held in Geneva from September 21 to October 2, 1964, passed a number of conclusions and resolutions regarding conditions of work, and the means of reducing fluctuations in employment in the industry.

Delegates from 20 countries, of which Canada was one, took part in the meeting. The Canadian delegation was made up of:

Government delegates—H. T. Pammett, International Affairs Branch, Department of Labour, head of delegation, and R. J. Poirier, National Employment Service, Unemployment Insurance Commission.

Worker delegates—S. Kraisman, International Ladies' Garment Workers' Union (CLC), Toronto; and Saul Linds, Amalgamated Clothing Workers of America (CLC), Montreal.

Employer delegates—Sydney J. Cohen, Freedman Co. Ltd., Montreal; and I. R. Riven, Deja Ladies Wear Ltd., Montreal.

Three of the Canadian delegates served on a subcommittee on conditions of work, and the other three on a subcommittee on fluctuations of employment.

One of the conclusions adopted said that the improvement of working conditions in the industry was contingent upon measures to increase productivity; to provide adequate training for workers; and to improve the distribution, and promote the consumption of garments.

Regarding working conditions, the conclusions said that the establishment of minimum standards was essential. They also emphasized the importance of co-operation between governments, employers and workers in each country in improving conditions of work.

Canadian Delegation to the ILO Technical Meeting on the Clothing Industry

Members of the delegation shown above (left to right) are: Saul Linds and Sam Krisman, Worker Delegates; H. T. Pammett and R. J. Poirier, Government Delegates; S. J. Cohen and I. R. Riven, Employer Delegates.

Wages—The conclusions state that any policy to be followed with regard to wages should take into account all relevant economic and social factors, in particular, the economic conditions of the industry and the general economic situation of the country; and that the average level of wages in the clothing industry should be raised to the average level in other manufacturing industries, after taking all relevant factors into account, whenever it is below that level.

As regards the remuneration of women workers—a problem of great importance because of the large proportion of women en-

90169—3½

gaged in the clothing industry—the conclusions recommend the application of the principles laid down in the ILO's 1951 Convention on Equal Remuneration. They also suggest the application of the principle of "equal pay for equal work" to young workers.

Hours of Work—The conclusions relating to hours of work are based on the provisions of the Recommendation concerning Reduction of Hours of Work, adopted by the International Labour Conference in 1962. This instrument indicates the 40-hour week as a social standard to be reached, by stages if necessary, without any reduction in wages. The conclusions also state that, in all cases where the normal weekly hours of work exceed 48, immediate steps should be taken to reduce them to 48.

Paid Annual Vacations—The conclusions contain various suggestions relating to paid annual vacations. They state, in particular, that a minimum duration of three weeks annual vacation, paid for at a rate at least equal to average earnings in normal working weeks, should be achieved in the near future. In countries where the length of paid annual vacations is less than three weeks, measures should be taken for the progressive attainment of this standard.

In addition, the meeting adopted a resolution calling for the inclusion in the agenda of the 1966 International Labour Conference of an item on the revision of the 1936 Holidays with Pay Convention.

Industrial Home Work—The meeting adopted a resolution laying down the principle that industrial home work in the clothing industry should ultimately be abolished, except in certain cases. The resolution says that where it is not yet practicable to eliminate home work from the clothing industry, government regulations—including registration of homeworkers, agents and employers—should be strictly applied in an attempt to ensure that labour conditions and social security standards of industrial homeworkers are, as far as possible, identical with those of factory workers.

Fluctuations in Employment—The conclusions concerning problems arising from fluctuations in employment in the clothing industry contain a whole series of suggestions for measures to be taken to reduce such fluctuations, and to minimize fluctuations in production and their effect on workers.

To smooth fluctuations in production, the industry should make every effort to spread its output evenly over the whole year. To this end, an effort should be made to persuade retailers of the advantages of and the need for planning their purchasing requirements as far ahead as possible, and for the early placement of orders.

Through the use of market research and other techniques, clothing manufacturers, suppliers of their raw materials, and retailers should take advantage of forecasts of fashion developments, in order to rationalize production and distribution of clothing.

The conclusions state that an attempt should be made to level out and develop increased consumption for the products of the industry.

The conclusions also contain suggestions for improving the organization of the employment market, hours of work and control over industrial home work. Other conclusions deal with job security, severance allowance, guaranteed employment, state and voluntary unemployment insurance schemes, retraining for other industries, employment services, labour-management co-operation, further study and investigation, and measures for the implementation of the provisions of the conclusions.

ILO Coal Mines Committee

Technical progress in the industry is essential for the maintenance of the position of coal in the range of energy sources, the Tripartite Coal Mines Committee* of the ILO emphasized after a meeting in Geneva last fall. Moreover, the Committee stated in its conclusions on technological improvements and their impact on social conditions, it revives confidence in the viability of the coal industry and in its future.

The Committee which brought together 130 delegates and technical advisers representing the governments, employers and workers of 18 countries, also adopted conclusions on dust suppression in coal mines as well as several resolutions.

Canada was represented by the following delegation: Government Delegates: George Saunders, Chief of the Labour-Management Division, Economics and Research Branch, Department of Labour, and J. W. Peck, British Columbia Chief Inspector of Mines; Employer Delegates: Walter J. Riva, General Manager, Canmore Mines Ltd., Canmore Alta., and Joseph V. Streeter, Secretary, Avon Coal Company Limited, Saint John, N.B.; Worker Delegates: John H. Delaney, United Mine Workers of America, Glace Bay, N.S.,

* The Coal Mines Committee is one of eight international Industrial Committees created by the International Labour Organization in 1945 to deal with the labour and social problems of major industries of world importance.

and Daniel Radford, CLC Regional Director of Education, British Columbia.

"It is desirable," the Committee stated, "to see that the adjustments made necessary by technical progress take place smoothly, that the miners are protected as far as possible from negative and unfavourable results and that they receive a fair share of the benefits of increased productivity."

The Committee suggested a number of steps that might be taken in various areas such as employment, occupational structure, hours of work, remuneration, safety and health and labour-management relations.

Employment—As accurate an assessment as possible of the probable effects of technical progress on the volume and nature of employment in the coal mines can help to bring about changes smoothly, in the Committee's view.

When technical changes lead to redundancy, the following measures should be considered:

—as far as possible, natural wastage should be relied on as a means of achieving the necessary reduction;

—a slowing down or temporary halt in recruitment might be envisaged;

—an adequate pension or fair compensation or both should be provided for older redundant workers who retire early;

—work schedules should be so arranged as to share the work available, properly, among those employed at the mine;

—the workers becoming redundant in certain mines should be transferred to other mines or given opportunity to transfer to other sectors of activity with the help of suitable guidance and training schemes.

Various kinds of assistance or compensation for workers who cannot immediately be relocated should be considered, including severance pay, unemployment compensation, or a waiting allowance.

Occupational Structure—The Committee pointed out that technological changes involved modifications to the structure of the work force. Certain trades disappear, others emerge or acquire greater importance and yet others change in character. At the same time the qualifications needed by the workers also undergo considerable modifications.

The remedies suggested consist essentially of training, retraining and advanced training.

Hours of Work—The reduction of hours of work, the Committee found, whether it concerns the reduction of daily or weekly hours of work, the granting of additional rest days, an increase in the length of annual paid holidays or an earlier retirement age is one of the most important methods of enabling the workers to receive a fair share of the advantages resulting from technical progress.

When practical measures for the reduction of hours of work in the coal mines are envisaged, the principles set out in Recommendation No. 116 concerning the Reduction of Hours of Work, adopted by the International Labour Conference in 1962, should be followed.

Dust Suppression—In its conclusions on dust suppression in coal mines the Committee notes that pneumoconiosis and silicosis remain a serious problem.

The Committee suggests a series of technical measures designed to eliminate the danger of dust. They deal with ventilation, roof control and support of workings, drilling, shotfiring, coal-getting, cutting in rock, transport, travelling on underground roads and personal protective equipment.

Canada 50th Country to Ratify Discrimination Convention

Canada's ratification last October 16 (L.G., Nov. 1964, p. 939) of the Convention concerning Discrimination in respect of Employment and Occupation (No. 111), adopted by the International Labour Conference in 1958, brings to 50 the number of countries having ratified this international labour instrument. The complete text of the Convention was printed in the LABOUR GAZETTE, August 1958, p. 874.

The Convention defines "discrimination" as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. The Convention applies to access to vocational training, access to employment and to particular occupations, and to terms and conditions of employment.

Any country ratifying this Convention undertakes to declare and to pursue a national policy designed to promote, by methods appropriate to national conditions and practice, the equality of opportunity and treatment in respect of employment and occupation.

Women Workers of Japan

More than half (52 per cent) of Japan's female population over 15 years of age was in the labour force during 1963; the number of women workers has doubled within the past decade.

A recent report of the Women's and Minors' Bureau, Ministry of Labour, Japan, reveals that three of every five women in the female labour force during 1953 were classified as "family workers," which classification includes agricultural workers; 27 per cent were in paid employment, classified as "employees."

This latter group has shown a steady increase and in 1963 the percentage rose to 44.1, and their numbers for the first time exceeded the "family workers," which group has declined from 59.5 per cent in 1953 to 41.8 per cent in 1963.

The proportion of "self-employed" in the labour force has varied but slightly from 13.5 to 14.1 per cent during the decade.

Year	Total Female Labour Force	Self-Employed		Employed Wage Earners		Family Workers	
	Millions	No.	%	No.	%	No.	%
1953	15.9	2.1	13.5	4.3	27	9.4	59.6
1963	18.62	2.9	14.1	8.1	44.1	7.6	41.8

Industries—Seven-eighths of all female workers are concentrated in three industries: manufacturing, nearly one-half of the total; wholesale and retail, finance and insurance, and real estate, one worker in four; and service, 10 per cent.

Occupations—In 1960 the largest number of women workers were engaged as skilled workers, production process workers and simple labourers, followed in numerical order by clerical workers, workers in the service trades, in professional and technical occupations, and in sales occupations.

Age and Marital Status—Women under 25 years of age accounted for 60.8 per cent of all women workers, with unmarried status and short length of service predominating features. With the general growth of the female force, however, both the average and the number of married women have been on the increase.

Earnings—Average earnings of women workers for 1963 were 46.5 per cent of average male earnings. This is partly due to the fact that the wage system is based on seniority, a feature which militates against women workers, who are young and whose employment is usually of shorter duration; also a large number of women are engaged in unskilled work. With the principle of equal pay for equal work, established under the Labour Standards Law of 1947, however, this gap is being narrowed.

Legislation Affecting Women Workers—The Labour Standards Law, 1947, makes provision for: equal pay for equal work; minimum wages; regulation of working hours, rest days and vacations with pay; restriction on hazards and injurious jobs; prohibition of night work and underground labour; maternity leave; nursing time during working hours for mothers of children under one year of age; menstruation leave; and travel expenses from place of employment to home following discharge.

The Employment Security Law, 1947, makes provision for placement services aimed at fitting people into jobs in line with abilities.

The Vocational Training Law, 1958, makes provision for training facilities to supply skilled workers needed for the manufacturing and related industries. Some 351 vocational training centres offer instruction in radio and television engineering and repair, accounting, typewriting, pottery designing, tonsorial art, knitting, beauty art, woodworking etc.

Two types of training centres, initiated by the Women's and Minors' Bureau, specialize in industrial homework and domestic work respectively. Such facilities are designed particularly for older workers, the physically handicapped, widows and others who experience difficulty in fitting into the regular labour market.

Social Security Legislation, covering all workers, is embodied in: The Workmen's Accident Compensation Insurance Law, 1947; the Health Insurance Law, 1922, which covers insured persons and their dependants, and provides that 50 per cent of the standard monthly renumeration be paid an insured woman for childbirth, with a special nursing allowance for six months; the Unemployment Insurance Law, 1947, which pays unemployment benefits to insured persons unable to obtain employment; and the Welfare Pension Insurance Law, 1941, which provides for payment of benefits in case of old age, disability, or retirement, and survivor benefits in case of death.

TEAMWORK in INDUSTRY

From a labour-management relationship that was little short of unfriendly suspicion to one that is fast becoming as solid as the bricks they make—that is the remarkable progress marked up in only one short year at the plant of Domtar Construction Materials Ltd., south of Ottawa. The labour-management committee established in 1963 began as a shaky experiment. Today it is a self-sufficient, effective and progressive team.

Kingpin in the development was W. G. "Bill" Tait, superintendent of the clay brick plant. "I could see that the atmosphere here was not exactly ideal soon after I came to Ottawa from our Cooksville, Ont., plant," said Mr. Tait in a recent interview. "The problem was how to improve the situation.

"Basically, what bothered me most was that I felt we were not tapping the knowledge that I was certain was available among our 50 or so employees. There wasn't really open hostility, but I was concerned about the situation possibly getting worse. And I sincerely believed that both the company and the employees stood to gain a great deal if we could start exchanging views."

The reception by employees of the proposal to set up a labour-management committee was somewhere between lukewarm and frosty. "I guess we figured the company must have wanted something," was the way Robert McCallum, president of Glass and Ceramic Workers' Local 213, recalls that original approach. "The general feeling was that, if you complained about something, it was held against you."

Cautiously, and with reservations, departmental representatives were appointed, and the first meeting was held on October 8, 1963. There were four hourly paid employees and four staff members at the meeting, one of the latter being Mr. Tait, who acted as both chairman and secretary.

"I realized right from the start," he said "that if we were going to get anywhere with our labour-management committee, we were going to have to demonstrate quickly that the company was just as willing to give as it was to take."

Mr. Tait recalled that one of the first complaints raised by the employee representatives dealt with having to sign out for work tools. They claimed that other employees would sometimes borrow tools *they* had signed out for, and they didn't think they should be held responsible. During discussion, it became clear that more was involved than just the loss of tools. It developed that the "borrowers" were often not qualified to perform the work. Mr. Tait explained the reasons for the company's rules—"and I think everyone has benefited from the fact that work is now being done by specialists."

In February 1964, when labour contract negotiations were commencing, further meetings of the labour-management committee became questionable. Several of the items on the LMC agenda were also on the union's agenda for contract talks. "I thought it wise to ask the committee members what we should do about future meetings," said Mr. Tait. "Robert McCallum was instrumental in carrying on with our committee meetings. You can imagine how pleased I was. Our committee had started to function well and was generating enthusiasm."

Mr. Tait began to make plans to ease himself out of office. "At that February meeting I asked the committee members to submit suggestions on what could be done to improve product quality. Every one of them had something to contribute. I think it was then I realized that the committee was taking root, and I resolved to give up the chairmanship."

Last September, nominations were held for the four hourly paid committee members, and elections followed in October. After the elections, a committee meeting was held. Wolfgang Grabowski, a general maintenance employee, became the new chairman, and John Vincun, a staff man, was named recording secretary.

Commented Mr. Grabowski on the group's progress: "I think what made our committee succeed was an appreciation by the employees that the company was concerned enough about them to hold meetings. We also solved a lot of personal problems."

* * *

Labour-management co-operation and communications are to be strengthened and broadened at Ocean Cement Limited, Vancouver, B.C., says executive vice-president B. M. Brabant. Management is currently devising an information program to increase employment understanding of various company operations, policies and objectives. Mr. Brabant first announced the plan in an address to a regular meeting of the plant's labour-management committee.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board granted five applications for certification, rejected two such applications and rejected two applications for revocation of certification. During the month, the Board received eight applications for certification, two applications for revocation of certification and allowed the withdrawal of five applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cook-deckhands employed by A. Escott Co. Ltd., North, Vancouver, B.C. in its marine towing operations (L.G., Jan., p. 47).

2. Office Employees International Union, Local 15, on behalf of a unit of office personnel employed in the Burnaby terminal of Millar & Brown Ltd., Cranbrook, B.C. (L.G., Dec. 1964, p. 1107).

3. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of mechanics employed at the Burnaby terminal of Pacific Inland Express Ltd., Vancouver, B.C. (L.G., Dec. 1964, p. 1107).

4. International Longshoremen's Association, Local 1657, on behalf of a unit of checkers and cargo repairmen (coopers) handling ocean going freight at the Port of Montreal employed by thirteen steamship agents, stevedoring and shipping companies, as represented by The Shipping Federation of Canada Inc. (L.G., Jan., p. 49). The National Syndicate of Longshoremen of the Port of Montreal (CNTU) had intervened.

5. Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed in the Montreal terminal of Argosy Carriers (Eastern) Limited, Toronto, Ont. (L.G., Jan., p. 49).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, North Shipping & Transportation Ltd., Quebec, Que., respondent (unlicensed personnel), and District 50, United Mine Workers of America, Local Union 13946, intervener (L.G., Dec. 1964, p. 1105). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St-Laurent, Ile d'Orleans, Quebec, respondent (marine engineers) and District 50, United Mine Workers of America, intervener, (L.G., Jan., p. 48). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Applications for Revocation Received, Rejected

1. During the month the Board received and rejected an application made by Miss V. Colonnese, *et al.*, seeking revocation of the certification which issued on September 17, 1964 to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, on behalf of a unit of employees of Alitalia Linee Aeree Italiane S.p.A., employed at the Montreal International Airport.

2. During the month the Board received and rejected an application made by Mrs. Frederica Jack, *et al.*, seeking revocation of the certification which issued on April 30, 1964 to the General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Tourists Services Ltd. employed in its supermarket, bakery and warehouse at Whitehorse, Y.T.

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of M & D Transfer Ltd., Coldbrook, N.B. (Investigating Officer: D. T. Cochrane).

2. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Helpers, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Speedway Express Ltd., Ville St-Laurent, Que. (Investigating Officer: H. R. Pettigrove).

3. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 254, on behalf of a unit of plumber-steamfitters employed by Atomic Energy of Canada Limited at its Whiteshell Nuclear Establishment, Pinawa, Man. (Investigating Officer: C. A. Frey).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by McKenzie Barge & Derrick Company, Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on log barges by Straits Towing Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

6. International Longshoremen's Association, Local 1912, on behalf of a unit of longshoremen employed by Outfitters Incorporated Limited, Baie Verte, Nfld. (Investigating Officer: W. J. Gillies).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Jorgenson Tug & Barge Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

8. International Longshoremen's Association, Local 1917, on behalf of a unit of employees of Waterman's Service (Scott) Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

90169—4

Applications for Certification Withdrawn

1. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Speedway Express Ltd., Lancaster, N.B., respondent, and Fraternity of Transport Operators and Warehousemen, intervener (L.G., Dec. 1964, p. 1107). (New application submitted, see item 2, "Applications for Certification Received," above).

2. General Truck Drivers Local Union No. 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Trans-Canada Highway Express Limited, Edmonton, Alta., respondent (L.G., Jan., p. 49).

3. International Longshoremen's Association, Local 1915, applicant, and Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont., respondent. (L.G., Jan., p. 49).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and McKenzie Barge & Derrick Company, Limited, Vancouver, B.C. respondent (unlicensed personnel) (Application received during month).

5. Federation of Telephone Workers of British Columbia, applicant, and the British Columbia Telephone Company, Vancouver, B.C., respondent, (engineering assistants) (L.G., Sept. 1964, p. 798).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Island Radio Broadcasting Co. Limited, Charlottetown, P.E.I., and Cape Breton Projectionists' Union, Local 848, International Association of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

2. Westmount Moving & Warehousing Limited, Montreal, and Local 931 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

3. National Harbours Board, Port of Quebec, and Local 529 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

4. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV) Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

5. Gill Interprovincial Lines Ltd., Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Engineers (Conciliation Officer: T. B. McRae) (L.G., January p. 50).

2. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants Association (Conciliation Officer: D. S. Tysoe) (L.G., August 1964 p. 717).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., December 1964 p. 1108) was fully constituted in December with the appointment of W. Steward Martin of Winnipeg, as Chairman. Mr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, A. S. Dewar, Q.C. and P. Byiers, both of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between The Cumberland Railway Company (Sydney and Louisburg Division), Montreal, and Brotherhood of Railroad Trainmen (L.G., December 1964 p. 1109) was fully constituted in January with the appointment of His Honour Judge A. H. McKinnon of Antigonish, N.S., as Chairman. Judge McKinnon was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. W. E. Mingo of Halifax and J. L. Dubinsky, Q.C. of Glace Bay, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received

1. B.C. Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild, Inc. (deck officers) (L.G., January p. 51). The text of the report is reproduced below.

2. B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., January p. 51). The text of the report is reproduced below.

3. Canadian National Railways and Canadian National Railways Police Association (L.G., November 1964 p. 990). The texts of the reports are reproduced below.

4. Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., October 1964 p. 882). The texts of the reports are reproduced below.

Settlement after Strike after Board Procedure

Quebecair Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents and employees in the maintenance, traffic and operations departments) (L.G., December 1964 p. 1109). Stoppage of work occurred on December 17 and employees returned to work on December 18 following a settlement negotiated with the assistance of C. E. Poirier, Conciliation Officer.

Report of Board in Dispute between

B.C. Towboat Owners' Association
and
Canadian Merchant Service Guild, Inc.

Dear Mr. Minister:

As directed by you, the undersigned held a series of meetings with the representatives of the B.C. Towboat Owners' Association (the employers) and the Canadian Merchant Service Guild (the union).

We were informed that the matters still in dispute between the parties related to: (1) wages, (2) annual vacations, (3) overtime, (4) strikes and lockouts, and (5) crew changes. Our efforts to reconcile the conflicting views of the parties on these issues were not successful. It has not been possible, as yet, for the parties to consummate a new collective agreement.

In order to give the parties a fresh basis upon which to consummate a renewal of their collective agreement, we recommend that the new agreement should incorporate the following suggestions:

RECOMMENDATIONS

1. Term of the Agreement—The term of the agreement would commence October 1, 1964, and remain in effect until September 30, 1967.

2. Wages—All classes of rates of pay given in the schedule for October 1, 1963 (contained in Section 21 (a) of the agreement of October 1, 1961) shall be raised in the following manner:

On October 1, 1964, by 5 per cent.

On April 1, 1965, by a further 4 per cent (that is, to 9 per cent above October 1963).

On October 1, 1965, by a further 4 per cent (that is, to 13 per cent above October 1963).

On April 1, 1966, by a further 3 per cent (that is, to 16 per cent above October 1963).

On October 1, 1966, by a further 3 per cent (that is to 19 per cent above October 1963).

On April 1, 1967, by a further 3 per cent (that is, to 22 per cent above October 1963).

3. Annual Vacations—Effective January 1, 1965, Officers shall be allowed three calendar weeks annual vacation for services during their sixth year and each succeeding year of service, and shall be allowed vacation pay of 6% of gross wages earned during each such year. (It would be understood that the extra week would be taken in the sixth year).

4. Overtime—In principle, the proposal is that, wherever hourly overtime rates are practicable, the industry should adopt, as from January 1, 1965, the time and one-half rate for all overtime compensation.

During December, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between B.C. Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild, Inc.

The Board was under the chairmanship of Dr. G. Neil Perry of Vancouver. He was appointed by the Minister on the joint recommendation of the other two, members, T. E. H. Ellis, Q.C., and Jack MacKenzie, both of Vancouver, nominees of the Association and Guild, respectively.

The text of the report is reproduced here.

90169—4½

Masters' Overtime—Under Section 22(a) of the agreement of October 1, 1961, Masters receive a monthly flat-rate in compensation for excessive hours worked over and above regular watches while the vessel is at sea. We recommend that: Effective January 1, 1965, the Masters' flat-rate become $54.

In addition, starting January 1, 1965, Masters shall be considered eligible for hourly overtime compensation at the rate of time and one-half when their vessel—other than a harbour tug—is instructed by the company to perform in-port activities (such as yarding) and which requires the Master to work over and above his regular watches.

Mates' Overtime—The Mates' overtime rate—already on an hourly basis—would be calculated on the time and one-half rate, starting January 1, 1965.

Exclusion from Overtime—The hourly overtime provisions in the agreement shall not apply, and no hourly overtime payments shall be made for services rendered, when a vessel resumes its voyage after a lay over for periods in excess of 24 hours and broken watches have occurred.

5. Strikes and Lockouts—No changes are suggested in the language of Section 3 in the October 1, 1961 agreement relating to strikes and lockouts.

6. Crew Changes—Sections 21(c) and 21(d) in the 1961 agreement shall be amended by eliminating the present language and substituting the following provisions:

Effective January 1, 1965, Officers being paid off the vessel shall be credited with wages earned and leave earned computed as of the exact time of quitting the vessel—rounded up to the end of the hour (e.g., leaving the vessel at 9.30 a.m., the crew would be credited with time up to 10:00 a.m.). Officers relieving the crew shall be credited with wages earned and leave earned as from the exact time of boarding the vessel—rounded back to the beginning of the hour (e.g. boarding the vessel at 9:30 a.m., the relieving crew would be credited with time back to 9:00 a.m.).

In addition, between 2:00 a.m. and 4:00 a.m., Officers quitting or boarding the vessel during crew changes shall be credited with two hours' supplemental wages earned and leave earned.

Yours faithfully,

(*Sgd.*) *G. Neil Perry,*
Chairman.

(*Sgd.*) *T. E. H. Ellis,*
Member.

(*Sgd.*) *Jack MacKenzie,*
Member.

Report of Board in Dispute between

B.C. Towboat Owners' Association
and
Canadian Brotherhood of Railway, Transport and General Workers

December 21, 1964.

Dear Mr. Minister:

As directed by you, the undersigned held a series of meetings with the representatives of the B.C. Towboat Owners' Association (the employers) and the Canadian Brotherhood of Railway, Transport and General Workers (the union).

We were informed that the matters still in dispute between the parties related to (1) wages, (2) annual vacations, (3) overtime, (4) strikes and lockouts, and (5) crew changes. Our efforts to reconcile the conflicting views of the parties on these issues were not successful. It has not been possible, as yet, for the parties to consummate a new collective agreement.

In order to give the parties a fresh basis upon which to consummate a renewal of their collective agreement, we recommend that the new agreement should incorporate the following suggestions:

1. Term of the Agreement—The term of the agreement would commence October 1, 1964, and remain in effect until September 30, 1967.

2. Wages—All classes of rates of pay given in the schedule for October 1, 1963 (contained in Section 20(a) of the agreement of

During December, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of Dr. G. Neil Perry of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., and Jack MacKenzie, both of Vancouver, nominees of the Association and Brotherhood, respectively.

The text of the report is reproduced here.

October 1, 1961) shall be raised in the following manner:

On October 1, 1964, by 5 per cent.

On April 1, 1965, by a further 4 per cent (that is, to 9 per cent above October 1963).

On October 1, 1965, by a further 4 per cent (that is, to 13 per cent above October 1963).

On April 1, 1966, by a further 3 per cent (that is, to 16 per cent above October 1963).

On October 1, 1966, by a further 3 per cent (that is, to 19 per cent above October 1963).

On April 1, 1967, by a further 3 per cent (that is, to 22 per cent above October 1963).

3. Annual Vacations—Effective January 1, 1965, Engineers shall be allowed three calendar weeks annual vacation for services during their sixth year and each succeeding year of service, and shall be allowed vacation pay of 6% of gross wages earned during each such year. (It would be understood that the extra week would be taken in the sixth year).

4. Overtime—In principle, the proposal is that, wherever hourly overtime rates are practicable, the industry should adopt, as from January 1, 1965, the time and one-half rate for all overtime compensation.

Engineers' Overtime—Under Section 21(a) of the agreement of October 1, 1961, Engineers receive a monthly flat-rate in compensation for excessive hours worked over and above regular watches while the vessel is at sea. We recommend that: Effective January 1, 1965, the Chief Engineers' rate become $27.00, and the Second Engineers' rate become $21.00.

Engineers on One-engineer Vessels—It is recommended that, under Section 21 of the 1961 agreement, provision should also be made to establish the eligibility of Engineers on one-engineer vessels to receive a monthly flat-rate for overtime.

In particular, it is recommended that when the Engineer on a one-engineer vessel is required to serve without regular watch duties but to be available at any time to respond to calls, he should be paid a monthly flat-rate appropriate to his rank. As from January 1, 1965, the monthly flat-rate to be: for Chief Engineers, $27.00; and for Second Engineers, $21.00.

Exclusion from Overtime—The hourly overtime provisions in the Agreement shall not apply, and no hourly overtime payments shall be made for services rendered, when a vessel resumes its voyage after a lay-over for periods in excess of twenty-four hours and broken watches have occurred.

5. Strikes and Lockouts—No changes are suggested in the language of Section 3 in the October 1, 1961, Agreement relating to Strikes and Lockouts.

6. Crew Changes—Section 20(b) in the 1961 agreement shall be amended by eliminating the present language and substituting the following provisions:

Effective January 1, 1965, Engineers being paid off the vessel shall be credited with wages earned and leave earned computed as of the exact time of quitting the vessel—rounded up to the end of the hour (e.g., leaving the vessel at 9:30 a.m. the crew would be credited with time up to 10:00 a.m.). Engineers relieving the crew shall be credited with wages earned and leave earned as from the exact time of boarding the vessel—rounded back to the beginning of the hour (e.g., boarding the vessel at 9:30 a.m., the relieving Engineer would be credited with time back to 9:00 a.m.).

In addition, between 2:00 a.m. and 4:00 a.m., Engineers quitting or boarding the vessel during crew changes shall be credited with two hours' supplemental wages earned and leave earned.

Yours faithfully,

(*Sgd.*) *G. Neil Perry,*
Chairman.

(*Sgd.*) *T. E. H. Ellis,*
Member.

(*Sgd.*) *Jack MacKenzie,*
Member.

Report of Board in Dispute between

Canadian National Railways

and

Canadian National Railways Police Association

CHAIRMAN'S REPORT

As Chairman of the Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter, I submit the following report.

The Board was composed of: Raymond Barakett, Chairman; Dollard Dansereau, Q.C., nominee of the bargaining agent; R. V. Hicks, Q.C., nominee of the employer.

The dispute affects approximately 417 employees engaged as policemen across Canada.

The parties made their representations to the Board at several hearings held in Montreal.

After the union had presented its case, the company was called upon to do so. The company refused to present its case, arguing that the memorandum of agreement between the company and the bargaining agent signed at Montreal on 19 May 1964 constituted a binding agreement between the parties, with the result that there was no dispute before the Board, which consequently had no jurisdiction.

After an adjournment the majority of the Board came to the conclusion that the Board had jurisdiction to hear this dispute, in view of the fact that it came within the terms of article 2(h) of the Act and the discretion of the Minister in virtue of article 17 of the Act was sufficiently wide to cover such a situation.

After the Board rendered its decision concerning its jurisdiction, the company was invited to present its case, but refused to do so, arguing that the agreement above mentioned was binding on the parties, that it had been negotiated in good faith between the parties, and that the whole bargaining process envisaged by the Act would be damaged, if not completely destroyed, if the agreement were allowed to be set aside merely by a vote of the members of the bargaining agent, and the company was obliged to negotiate all over again. Consequently, the company refused to negotiate any further.

The Board was thus presented with a situation where the union had presented its case in favour of its demands, while at the same time repudiating the agreement of 19 May 1964, whereas, on the other hand, the company maintained that the agreement was binding, having been signed by the senior officers of the bargaining agent, and that it would not negotiate any further or present any case before the Board.

In view of the fact that the agreement of 19 May 1964 was signed by the senior officers of the Bargaining Agent, with the Company, and that such agreement was unconditional, as appears from the agreement itself, together with the fact that the Company refuses to re-open negotiations and to present a case before the Board, I am of the opinion that the only recommendation which the Board can make under the circumstances is that the parties should follow the terms of the said agreement. I do not think that the Board should recommend more than what the executive of the Bargaining Agent accepted in the said agreement.

Respectfully submitted.

Montreal, 29 December 1964.

(*Sgd.*) *Raymond Barakett,*
Chairman.

REPORT OF COMPANY NOMINEE

These proceedings concern the renewal of the agreement between the Canadian National Railways Police Association and Canadian National Railways which expired December 30, 1963. Following notice of amendment, the parties met September 10, 1963 to commence their negotiations. At this meeting the bargaining committee representing the union was asked if it had authority to conclude a settlement with the Railway and upon being advised that the bargaining committee lacked such authority, the Railway requested the committee to obtain authority in order that constructive bargaining could take place.

At the subsequent meeting held in early May 1964, under the auspices of the conciliation officer, Mr. Hedley Abbott of the Railway (Assistant Manager, Labour Relations), upon asking the Association's bargaining committee specifically whether it had authority to consummate an agreement, was assured that it now had such authority.

It is pertinent to quote from Mr. Abbott's evidence in this regard, "One of the things I made sure of was that if good faith bargaining was to take place at the table, the people concerned must have a mandate. I stressed it at least four times and I was assured it was so." This evidence was not questioned, let alone refuted, by the officers of the Association.

As a result, the Railway made an offer for settlement, which was accepted by the bargaining committee of the association and incorporated into an agreement entered into under date of May 19, 1964. This agreement, which was executed on behalf of the Association by five of its duly authorized officers, did not contain any qualification regarding its ratification by the membership of the Association.

Subsequently, the conciliation officer convened a further meeting of the parties following failure of the membership of the Associa-

---

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways and the Canadian National Railways Police Association. Each member of the Board made a separate report.

The Board was under the chairmanship of Raymond Barakett of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, R. V. Hicks, Q.C., of Toronto and Dollard Dansereau, Q.C., of Montreal, nominees of the company and union, respectively.

The reports are reproduced here.

tion to ratify the agreement. The bargaining representatives of the Railway took the position that a settlement had been reached on the strength of the assurances of the Association's representatives that they had authority to conclude a settlement and that, accordingly, the Railway was not prepared to renegotiate the terms of the settlement as contained in the agreement of May 19, 1964.

During the hearings of the Board, the Association put in extensive evidence in support of its additional demands on the basis that it was not committed to the agreement of May 19, 1964. The Railway contended that the agreement was valid and legally binding upon both parties and it was, therefore, beyond the Board's jurisdiction to entertain additional changes as requested by the Association. The Railway also submitted that in any event there was an overriding principle of good faith inherent in the dispute before the Board inasmuch as the Railway had been induced to make its final offer for settlement by the repeated assurances of the Association's bargaining committee that it had full authority to conclude a settlement. The Railway stressed the untenable position in which it would find itself if, in view of its relations with some 35 other unions under some 170 collective agreements, it were placed in the position of having to reopen a contract settlement.

While the matter of this Board's jurisdiction to deal with the validity of the Agreement of May 19, 1964 was placed in issue before us, it does not appear necessary to deal with it *per se* because of the somewhat more fundamental problem flowing from the circumstances surrounding the negotiations. There can be no question but that the Railway made "every reasonable effort to conclude a renewal or revision" of the previous agreement with the Association in conformity with the obligations contained in Section 15(a) of the Industrial Relations and Disputes Investigation Act. Having sought and obtained assurances from the Association's bargaining committee that it had authority to settle the agreement, the Railway in good faith made its offer, which was accepted by the officers of the Association and incorporated into a formal agreement bearing their signatures. To allow one party to negotiations to use the conciliation process as an instrument to obtain still further concessions after having induced the other party to make an offer for settlement, to which it had also committed itself, would destroy all confidence in the collective bargaining process. For this Board to condone the repudiation of the settlement arrived at under the special circumstances in these negotiations would be to vitiate the principle of good faith which is implicit in the bargaining process as contemplated under the Act.

Accordingly, it is my opinion that this Board should not recommend any variation of the agreement of May 19, 1964 as entered into between the Canadian National Railways Police Association and Canadian National Railways. Rather, I would strongly recommend that such agreement constitute complete settlement of this dispute, in view of the important principles underlying these negotiations and their bearing upon the future relations between the parties.

All of which is respectfully submitted.

Dated this 24th day of December, 1964.

(*Sgd.*) *R. V. Hicks,*
Member.

REPORT OF UNION NOMINEE

In the matter of the Industrial Relations and Disputes Investigation Act and a dispute between the Canadian National Railways, employer, and the Canadian National Railways Police Association, bargaining agent for the employees, I was appointed a member of the Board of Conciliation and Investigation on September 8, 1964, on the recommendation of the bargaining agent and, in accordance with the Act and my oath of office, I have the honor to report as follows.

The employer has chosen to deny the Board its jurisdiction and to contest your appointment of the Board. After consideration and consultation with the other members of the Board, here was my report to Mr. Raymond Barakett, chairman of the Board, on that preliminary objection of the employer.

"As to the jurisdiction of the present Board of Arbitration, I wish to recall that we are not empowered to pronounce on the validity of the so-called Agreement of May 19th, 1964. This is the task of other tribunals, if necessary. With regards to the Board, we have to consider only our appointment by the Minister in accordance with section 17 of the Act.

"The definition of dispute (section 2h) certainly includes the difficulties between the employer and the employees in this arbitration. Were it not for the above Agreement, no one would dispute that.

"Since we are not authorized to pronounce on the validity of such Agreement and considering also the discretionary power of the Minister to nominate the present Board, I fail to see how such Board can rule itself without jurisdiction and hence out of existence, once properly appointed and sworn.

"Consequently, it is my opinion that the Board has to carry on according to the Act and report in the end to the proper authorities as if the above agreement were itself inexistent."

The employer, although informed of the majority opinion of the Board on that question, persisted in refusing to present any evidence. Consequently, the Board received *ex parte* evidence from the bargaining agent only. Under reserve of my opinion as to the competency of the Board to pronounce on the validity of the alleged contract between the employer and the bargaining agent, may I state:

1. That the employer admittedly knew about section 4 of Article 5 of the Constitution and General Rules of the Canadian National Railways Police Association. The employer should not be amazed that the alleged contract he relies upon is not binding unless and until ratified by the members of the Association.

2. As set in exhibit U-39, the employer implicitly admitted the alleged contract had to be ratified by the members of the Association and he never tried to enforce it by paying the employees the increased salary.

3. The employer has filed its proposal before the Board, thus implicitly waiving its so-called acquired rights.

4. The Act concerning Industrial Relations and Disputes Investigation, according to the employer, should be interpreted with a view on equity. In fact, the employer's representatives have invoked equity to set aside what they termed bad faith on the part of the representatives of the bargaining agent. My humble opinion is to the effect that equity will better be served by a frank and cooperative study of the conditions of employment as they exist compared to what they should be, than by relying on the misunderstanding which led to the signature of the alleged contract.

Since the employer persisted in refusing to give any evidence whatsoever before the Board, it is my contention that the latter has nevertheless to report on the evidence as is, to wit the evidence brought forward by the bargaining agent who bears no responsibility for the lack of co-operation shown by the employer.

I therefore respectfully submit that the Board recommend on each and every one of the matters in dispute.

The bargaining agent has substituted, in its draft agreement, the word policeman for the word employee. Since the bargaining agent waived all opposition to use the word employee, the text of the existing agreement should remain unchanged as to the use of the word employee instead of policeman. To summarize articles 1, 2 and 3 of the employer's offer should be inscribed as set in the future contract.

As to article 3 of the bargaining agent's draft agreement, corresponding to article 4 of the employer's offer and concerning rates of pay, I respectfully submit that exhibit U-41 should first retain our attention. The Canadian Pacific Railways has readily offered, without compulsion, for like services, salaries averaging almost $1,000 a year more. The Montreal Harbour Board has followed suit; their salaries are, in certain cases, higher than those paid by the Canadian Pacific Railways for police services. In good faith and in equity, one feels that the employer in the present case can not rely on a disputed agreement and legal technicalities to impose upon its police force salaries considerably lower than those afforded by its competitors.

Exhibit U-8 shows that the City of Vancouver pays as high as $6132 for services required by the employer in the present case for $4320. The maximum salary desired by the bargaining agent for such services in the present case, is still $150 less than what is paid in Vancouver.

Exhibit U-9 and others give most illustrative data, undisputed by the employer and extracted from reliable sources, which show that the members of the bargaining agent are asking, in article 3 of their draft agreement, equalization only with their fellow workers for other public authorities.

I suggest, therefore, that the rates of pay offered by the employer in article 4 of its proposed agreement be set aside; most of them show, for the next three years, a total increase of less than 15% divided in yearly intervals. If such rates of pay were allowed, the members of the bargaining agent would receive, during the next three years, almost 20% less than their fellow workers at the Canadian Pacific Railways.

Since the employer has offered no contradictory evidence, we depend on the statistical data given the Board by the bargaining agent. I conclude therefore that, *mutatis mutandis,* the members of the bargaining agent are entitled to compensation equal to that of the Canadian Pacific Railways police and recommend an increase of 20% based on the present rates of pay (see Appendix). Article 4-3 of the employer's proposed agreement computes the hourly rate for a monthly rated employee by dividing the monthly rate by 174. I wish to state that 40 hours a week for 52 weeks add up to 2080 working hours per year. If 2080 be divided by 12, we come to 173.33. I fail to see why the employer should take advantage of the fraction to impose division at 174 while the advantage of the fraction, according to calculation, should go rather to the employee. Therefore,

I propose that the figure 174 be replaced by 173. One has to bear in mind the weight technicalities carry with the employer in the present case.

As to article 4 paragraph 1 of the bargaining agent's draft agreement, corresponding to article 5 of the agreement proposed by the employer, the latter having failed to show contradictory evidence and in view of exhibits U-22, U-33, U-24 and U-25, I recommend that the bargaining agent's demand be granted. The same exhibits demonstrate that article 4 paragraph 5 of the same draft agreement is to be awarded. The evidence has shown that police officers throughout the country, because they are required to wear a uniform, are given benefits such as those mentioned in both those paragraphs of article 4.

On article 5 paragraph 3, sub-paragraph d (without corresponding paragraph) of the bargaining agent's draft agreement, I suggest we add the words: Except in cases of emergency, and thereafter accept the demand.

As to article 5 paragraph 4 of the bargaining agent's draft agreement, corresponding to article 6 paragraph 4 of the agreement proposed by the employer, exhibits U-26 and U-27 will convince any one that overtime should be paid at one and one half the regular rate. This applies also to article 6, all paragraphs, corresponding to the employer's article 7, all paragraphs. However, on paragraph 4 of article 6 I would recommend two hours, as in article 7 paragraph 4 of the agreement proposed by the employer. I see no evidence to implement such a modification of the statu quo. The same applies to article 7 paragraph 1 of the bargaining agent's draft agreement. The proposition made by the employer favors the employee and no evidence allows us to go beyond.

I feel that no satisfactory evidence was made in support of paragraph 12 of article 8 of the bargaining agent's draft agreement. Also, as proposed by the employer in paragraph 13 of article 9, the matter pertains to good management and should be left to the discretion of the employee.

The bargaining agent, in his article 9 paragraph 1, demands nine days as statutory holidays. Exhibit U-22 shows the general practice and this demand should be granted. Although there is no such evidence before the Board, I have been told that the Federal Government considers nine days is statutory holidays for Canada, in the Labour Code presently under study.

However, I still fail to understand why the bargaining agent insists on article 9 paragraph 2. Owing to unsatisfactory evidence, at least for the undersigned, I am inclined to maintain the statu quo on that question. It has also been declared by the bargaining agent in front of the Board that section 10 paragraph 2 of their draft agreement should be deleted. Also the bargaining agent seemingly accepts without discussion article 12 paragraph 1 of the employer's proposed agreement and article 12 paragraph 9.

As to the demand made by the bargaining agent in paragraphs 10 and 11 of their article 11, I am of the opinion that such demand be refused. This appears to me the exclusive right of the management. Also I am convinced that article 13 of the agreement proposed by the employer, including all paragraphs of the said article 13, should be accepted because there was no evidence against them and also because they appear to me the exclusive right of the management, provided seniority be respected where competency is equal.

The bargaining agent, in paragraph 1 of article 16 of its draft agreement, wishes to maintain the statu quo. It is the employer who wishes to amend the former article 16 paragraph 1. Since the employer has offered no evidence, I fail to see the reasons for any modification.

I think article 18 paragraph 2 of the bargaining agent's draft agreement should be re-written to add: transportation for themselves and for dependent members of their families. But instead of 48 hours prior and 48 after arrival, I would grant 24 hours prior and 24 hours after arrival. One has to remember there are only five working days per week and thus four days equal almost a week.

Article 19 paragraph 5 of the draft agreement should read as follows: Deductions shall commence on the payroll after the first month of service, or to that effect. I see no reason why union dues should not be paid for the first six months if the employee so wishes.

The bargaining agent has accepted, in front of the Board, article 21 paragraphs 1 and 2 in preference to their article 20 concerning Health and Welfare. But the bargaining agent insists, and I am of their opinion, that paragraphs 3, 4, 5, 6, 7, 8 and 9 of such article 20 be accepted by the employer. Exhibits U-30, U-31, U-32, U-34 and U-38 show what is the known practice of most employers in like cases.

Since the hearing on salaries and rates of pay was *ex parte*, I feel the contract should not be for more than two years. The employer has taken a stand which deprived the Board of evidence that would have been useful and which should be made known at the first opportunity most contracts for like services are for a duration of two years only.

ARTICLE 4. RATES OF PAY

4.1 Eight-Hour Basis	1-1-64 to 1-1-66	
	Monthly	*Yearly*
Constables: 1st year	376.80	4,521.60
2nd year	408.00	4,896.00
After 2 years	477.60	5,731.20
Patrol Sergeants—		
After one year	496.80	5,961.60
4.2 Unassigned Hours		
Constables: 1st year	392.40	4,708.80
2nd year	435.60	5,227.20
After 2 years	496.80	5,961.60
Sergeants—		
After one year	513.60	6,123.20

Compared to the CNR salaries awarded, the CPR salaries are as follows:

Constables: 1st year	4,680.00
2nd year	4,920.00
3rd year	5,160.00
4th year	5,560.00
5th year	5,700.00
Sergeants: 1st year	6,180.00
2nd year	6,180.00
3rd year	6,240.00

Article 22 and 23 are usual in contracts of this nature.

Finally, I feel that retroactivity should be granted to the date of expiration of the previous contract. The delays are not to be imputed to the employees more than the employer. There is an alleged contract which the employer believes valid; nevertheless the employer has seen fit not to give the employees the increased salary therein provided. That shows the employer is not that convinced such contract is valid; it also shows the employer expects the retroactivity sought by the bargaining agent.

(*Sgd.*) *Dollard Dansereau*, Q.C.

APPENDIX

A constable promoted to the rank of Patrol Sergeant keeps the same salary for the first year and receives the salary of the Patrol Sergeant one year after his promotion. The same system applies to a constable who is promoted Sergeant on unassigned hours.

Report of Board in Dispute between

Canada Steamship Lines Limited
and
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

As Chairman of the Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter, I submit the following report.

The Board was composed of: Raymond Barakett, Chairman, Ross Drouin, Q.C., nominee of the employees, Phil Cutler, nominee of the bargaining agent.

The dispute affects approximately 725 employees of the company's package freight division who are engaged in loading and unloading freight at the company's terminals at Quebec City, Montreal, Toronto, Hamilton, Sarnia, Windsor, Port Arthur and Fort William.

The parties made their representations to the Board at several hearings held in Montreal.

The union's demands concern fourteen separate matters, which will be discussed individually below. In making these demands, the union has argued that the scale of wages by the longshoremen should serve as a basis for the Board's award, and not the previous awards granted to the railways, particularly in the agreement reached this year. The union has also argued that the company is prospering and that the employees should participate in such prosperity.

Briefly, the company has replied that the proper and traditional basis for comparison to determine the wage increases to be awarded to the employees should be the railway award, and not the scale of wages earned by the longshoremen. The company further points out that although the company as a whole is prospering, if one takes into

---

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Each member of the Board made a separate report.

The Board was under the chairmanship of Raymond Barakett of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Ross Drouin, Q.C., of Quebec City, and Phil Cutler of Montreal, nominees of the company and union, respectively.

The reports are reproduced here.

account all of its subsidiaries, this is not the case with the package freight division.

The question of what standard should be used, whether the awards to railway workers or the scale of wages of longshoremen, in aiding the Board to arrive at an award is an important one, but I do not think that the Board has been furnished with sufficient evidence on this particular point to arrive at a specific recommendation, as to what should be used in future bargaining. Thus, I think that for the time being, the Board should consider both the award given to the railway workers this year, and the present scale of wages of the longshoremen, when it makes its recommendations.

Bearing in mind that it is the primary duty of the Board to bring the parties to the dispute to a settlement, by recommendations which induce settlement, when a settlement cannot be arrived at directly before the Board, I hereby recommend the following, as most likely to bring about a conciliation between the parties:

1. *Wage Increase*

Demand of bargaining agent: "Effective April 16, 1964, all rates of pay covering hourly and monthly rated positions shall be increased by 50¢ per hour."

Effective April 15, 1964, a general increase of 10¢ an hour, with an additional increase of 10¢ an hour effective April 15, 1965, and a final increase of 10¢ an hour effective April 15, 1966, on the basis of a three-year agreement, retroactive to the expiry of the last agreement, are recommended.

2. *Night Work*

Demand of bargaining agent: "Time and one half shall be paid to all employees for work performed after 6:00 p.m."

I recommend that time and one half be paid to all employees for work performed after the completion of their day shift, but without retroactive effect.

3. *Sunday Work*

Demand of bargaining agent: "Double time shall be paid for all work performed on Sundays."

I recommend that time and one half should be paid, as has been the agreement in the past.

4. *Saturday Work*

Demand of bargaining agent: "Time and one half shall be paid for all work performed on Saturdays." I recommend that time and one half be paid for work on Saturday, but without retroactive effect.

5. *Statutory Holidays*

Demand of bargaining agent: "Time and one half shall be paid for work performed on statutory holidays."

I think that the company's position of paying double time for work performed on statutory holidays should be maintained.

6. *Work Through Periods*

Demand of bargaining agent: "All employees required to work through meal periods shall be paid for at the rate of double time until relieved."

Again I consider that the company's position of paying time and one half for work performed through meal periods should be maintained.

7. *Guaranteed Pay*

Demand of bargaining agent: "The company shall initiate a system of guaranteed annual earnings."

I do not think that a system of guaranteed annual earnings should be instituted for the time being.

8. *Minimum Work Hours*

Demand of bargaining agent: "A minimum of five hours shall be paid for any or all work calls."

I do not recommend any change on this point, the present position to be maintained.

9. *Vacation with Pay*

Demand of bargaining agent: "The vacation with pay clauses to be amended as follows:

After one season's service ..... one week
After two seasons' service ..... two weeks
After ten seasons' service ..... three weeks
After fifteen seasons' service .... four weeks."

I would recommend that the bargaining agent's demand concerning vacation with pay should be granted as follows:

After one season's service ..... one week
After two seasons' service ..... two weeks
After ten seasons' service ..... three weeks
After fifteen seasons' service .... four weeks.

10. *Call Hours*

Demand of bargaining agent: "7:00 p.m. to be the last call covering all lower lake ports." I do not recommend that the bargaining agent's demand should be granted in this case.

11. *Pension Fund*

Demand of bargaining agent: "The company's pension plan to be reopened in order to cover all employees within the terms of the existing agreement and a system worked out whereby an employee could recover coverage for his last 13 years of service."

This has turned out to be one of the most important points raised during representations before the Board. Both parties are in agreement that a pension fund should be instituted. However, there are serious differences as to the modality of implementing such a benefit. On the one hand, the bargaining agent demands that the present Canada Steamship Lines pension fund be thrown open to include the employees affected by this dispute. The company's position is that this

is not possible, because it will affect the acquired rights of those who have for many years been members of the presently existing plan.

I would therefore recommend that within a delay of 30 days from the submission of this report, each of the parties shall engage reputable actuarial firms for the purpose of studying the following alternatives:

a) That the present pension plan be extended to the employees affected by this dispute, provided that the acquired rights of those employees who already participate are not affected, or:

b) If, after the submission of the actuarial reports within a further delay of 30 days after that above mentioned, it is found that the throwing open of the present pension plan is not feasible, that a new pension plan be instituted whereby the contributions of the company and the employees will be joint and equal, and on the same basis as those made in acordance with the plan already existing. This plan would be effective and applied as from January 1, 1966.

One of the two above mentioned alternative plans should be implemented, I recommend, by January 1, 1966, after the above mentioned actuarial studies have been submitted and examined.

12. *Sick Leave*

Demand of the bargaining agent: "The company shall grant to each employee one day sick leave per month, same to be accumulative for a two-year period."

I do not recommend that the bargaining agent's demand be granted.

13. *Family Bereavement*

Demand of the bargaining agent: "For a bereavement within the direct family, employee shall be granted three days leave with pay."

I do not think that the bargaining agent's demand should be granted.

14. *Ocean Freighters*

Demand of the bargaining agent: "When ocean freighters are being handled at the CSL docks, the employees shall be paid the same rates as that paid to deep sea employees."

I do not think that the bargaining agent's demand should be granted.

The other demands, such as compensation for injury, new positions or vacancies, temporary transfer, delayed work, piling bag commodities and qualifying periods, the union stated that it was not pressing for the moment. Consequently, I am not giving any consideration to these points.

Respectfully submitted.

Montreal, 30 November 1964.

(Sgd.) *R. Barakett,*
Chairman.

UNION NOMINEE'S REPORT

The dispute concerned fourteen (14) separate points, and as to whether these points should be included in a collective labour agreement between the parties, to be renewed for an ensuing term.

After having heard the parties, examined the various documents, deliberated with the fellow-members of this Board of Conciliation and Investigation, the undersigned submits the following award.

1. *Wage Increase*

The bargaining agent sought before this Board that: "Effective April 16, 1964, all rates of pay covering hourly and monthly rated positions shall be increased by 50¢ per hour."

The bargaining agent succeeded in part to prove the justification for a general wage increase. There is no doubt that the following factors should be taken into consideration in recommending a wage increase:

(a) Wage rate comparisons with others doing similar work;

(b) The pattern of increases in industry generally, since the last negotiations between the parties for the already expired term of the collective labour agreement;

(c) The financial position of the employer, including the ability to pay and sustain wage rate increases;

(d) The seasonal nature of the industry which curbs the annual earnings of those represented by the bargaining agent.

Having taken all of the above factors into consideration, and more particularly having examined Exhibit C-2—Annual Report 1963, Canada Steamship Lines—the following is recommended as being part of this award:

(a) 25¢ an hour general increase, retroactive to the expiry date of the last term of the collective labour agreement;

(b) An additional 10¢ an hour general increase effective April 15, 1965;

(c) A further 10¢ an hour general wage increase effective April 15, 1966.

These general wage rate increases amounting to a total of 45¢ an hour shall be applied as indicated above on all rates of pay covering hourly and monthly rated positions.

For this purpose, it is recommended that the parties enter into a three-year agreement, expiring on April 14, 1967. Such a collective labour agreement term can bring about stability in the industry, can take into consideration the fact that one (1) year of the term will have already expired for seasonal purposes, and can permit the necessary 45¢ an hour wage increase to be spread over a three-part period.

2. *Night Work*

The bargaining agent sought: "Time and one half shall be paid to all employees for work performed after 6:00 p.m.."

This part of the award holds that the bargaining agent has fully sustained its position on "night work" and this condition should be made part of the collective labour agreement for the next term, but without retroactive effect.

3. *Sunday Work*

The bargaining agent sought: "Double time shall be paid for all work performed on Sundays."

The bargaining agent has fully sustained this demand, and as with the previous point these conditions have become part of a general pattern in industry.

This part of the award holds that Sunday work as demanded by the bargaining agent be included in the collective labour agreement, but without retroactive effect.

4. *Saturday Work*

The bargaining agent sought: "Time and one half shall be paid for all work performed on Saturdays."

The bargaining agent has sustained this demand before the Board, and this demand as well is in conformity with the general pattern in industry.

This part of the award grants this demand of the bargaining agent, but without retroactive effect.

5. *Statutory Holidays*

The bargaining agent sought: "Time and one half shall be paid for work performed on statutory holidays."

It is obvious that when a statutory holiday is paid without being worked, an employee is entitled to more than single time, and therefore, to time and one half payment when called upon to work on recognized statutory holidays.

This part of the award grants this demand of the bargaining agent, but without retroactive effect.

6. *Work Through Periods*

The bargaining agent sought: "All employees required to work through meal periods shall be paid for at the rate of double time until relieved."

This demand as well was sustained by the proof and argument heard, and such demand is granted in this part of the award so that such "double time" shall be paid, based on prevailing rates as they take effect, but without retroactive provision.

7. *Guaranteed Pay*

The bargaining agent sought: "The company shall initiate a system of guaranteed annual earnings."

The bargaining agent did not sustain sufficiently this demand, for these purposes. However, because of the complex situation that arises in any system of guaranteed annual earnings, this demand is referred back to the parties for further consideration and negotiation.

8. *Minimum Work Hours*

The bargaining agent sought: "A minimum of five hours shall be paid for any or all work calls."

It is part of this award that this demand be granted as being the equivalent of one-half (½) day's pay. True, in many instances the minimum calls for four (4) hours to be paid, but this usually occurs in industries where four (4) hours is the equivalent of one-half (½) day's pay, due to the established eight (8) hours work day. In this instance, we are dealing with a ten (10) hour work day.

9. *Vacation with Pay*

The bargaining agent sought: "The vacation with pay clauses to be amended as follows:

After one season's service ..... one week
After two seasons' service ..... two weeks
After ten seasons' service ..... three weeks
After fifteen seasons' service .... four weeks."

It is this part of the award that the above vacation with pay be granted as being in conformity with the general pattern and trend in industry.

10. *Call Hours*

The bargaining agent sought: "7.00 p.m. to be the last call covering all lower lake ports."

This demand was fully explained and sustained, and it is this part of the award to grant the demand as made.

11. *Pension Fund*

The bargaining agent sought: "The company's pension plan to be reopened in order to cover all employees within the terms of the existing agreement and a system worked out whereby an employee could recover coverage for his last thirteen (13) years of service."

It was made abundantly clear before this Board that the company cannot maintain for long a situation where, within the same bargaining unit, there are two classes of employees—some employees are covered in a pension fund and others are not, and the latter are not given the opportunity to become covered.

There is here no intention to apportion or fix the blame for this situation having taken place over a period of past years. Suffice to say that the company is duly bound to treat all employees within an established bargaining unit on the same equitable basis.

It is most urgent, and it is this part of the award that the present pension plan be reopened so that it cover all employees in this

bargaining unit, and that a system be worked out whereby past service can be recovered, up to and including thirteen (13) years of service.

12. *Sick Leave*

The bargaining agent sought: "The company shall grant to each employee one day sick leave per month, same to be accumulative for a two year period."

The bargaining agent has not sustained this point. The undersigned furthermore remains in doubt as to whether this demand, if granted, would not conflict with the present welfare plan. In any event, because of the benefits now granted under the welfare plan, to grant sick leave as demanded might make the welfare plan an impossibility from an actuarial point of view.

It is this part of the award that this demand not be granted.

13. *Family Bereavement*

The bargaining agent sought: "For a bereavement within the direct family, employees shall be granted three days leave with pay."

It is obvious that this point is insignificant as a cost item. On the other hand, such a demand, once granted, is of great benefit to the bereaved employee.

It is this part of the award that this demand be granted as being part of the general pattern and tendency in the industry.

14. *Ocean Freighters*

The bargaining agent sought: "When ocean freighters are being handled at the CSL docks, the employees shall be paid the same rates as that paid to deep sea employees."

The undersigned hereby rejects this point, having already stated the recommendations for a general wage increase. In fact, employees should be paid for the work performed in industry, and not whether such work is performed for lake freighters or ocean freighters.

In any event, the proof appears to indicate that this matter is somewhat academic because of the infrequency of the occurrence where ocean freighters are being handled by this bargaining unit.

The above constitutes the award as submitted by the undersigned, with appreciation for Mr. Frank H. Hall and those who assisted him in presenting the case for the bargaining agent, and equal appreciation to Mr. William Dunkerley and those who assisted him in presenting the case of the employer. Appreciation is also expressed for the co-operation of my colleagues, Messrs. Barakett and Drouin, in these efforts.

Montreal, November 27, 1964.

(*Sgd.*) *Ph. Cutler,*
Member.

COMPANY NOMINEE'S REPORT

As nominee for the company appointed thereat on a Board of Conciliation constituted under the provisions of the Industrial Relations and Disputes Investigation Act in the above captioned matter, I submit the following report:

In the course of a number of hearings, the parties submitted their views, both verbally with supporting exhibits and written submissions.

Following these proceedings, I met with the Chairman, Raymond Barakett, Esq., and Mr. Phil Cutler, nominee of the bargaining agent, but unfortunately these meetings failed to result in reaching a unanimous or majority agreement on the subject matter submitted to us.

Although some 14 separate demands were made by the union, it would appear that the two main points were the ones related to wage increases and the establishment of a pension fund. Though I intended to touch on all 14 points raised before the Board, I deemed it advisable to elaborate to a greater extent and firstly on the demands for wage increases and the pension plan.

1. *Wage Increase*

For a two-year contract, the union suggested before this Board that: "Effective April 16, 1964, all rates of pay covering hourly and monthly rated positions shall be increased by 50¢ per hour."

In past negotiations and contract renewals, it had been an accepted practice for the parties to recognize for wage increases the pattern set by the railways.

As a matter of fact, when the 1958 contract was being negotiated, the parties had agreed to await the outcome of the Board of Conciliation and Investigation under the chairmanship of Mr. Justice H. F. Thompson. The reservation which was made at the time was to the effect that any increases would be retroactive to the beginning of the navigation season. It is noteworthy that past increases, namely those granted in former contracts, were always somewhat similar to those of the railways. As a case in point, I refer you to a Memorandum of Agreement, filed as exhibit No. 3 and signed by the same parties on July 26, 1963, which provides for an increase of $0.06 per hour, applicable to the 1963 navigation season.

Furthermore in the same line of thought, I wish to draw your attention to the unanimous award of the Board of Conciliation and Investigation headed by H. Carl Goldenberg, Q.C., as chairman, and submitted to the Minister of Labour on March 3, 1959. Here again, we see that it had been a practice of the parties over a period of years to follow the wage settlement between the railways

and their non-operating employees and for ready reference I quote in part the award as follows:

It has been the practice of the parties over a period of years to follow the wage settlements between the railways and their non-operating employees. The recent railway settlement, signed on November 26th, 1958, provided in effect for an increase of 14¢ per hour, of which 4¢ was to be retroactive to January 1st, 1958, a further 3% to be effective on September 1st, 1958, and 3% to be effective on April 1st, 1959. The Board finds that an increase equal in amount to the last wage increase granted to the non-operating railway employees is warranted but, taking cognizance of the fact that the operation of the Company is seasonal, it finds that the increase should be made effective in two rather than three instalments.

In passing, I must say that the presentation of the Brotherhood's case in that particular instance was made by the same person as in this dispute, Mr. Frank Hall. Of course, the nominee of the Brotherhood concurred in the views expressed in the foregoing.

However, and in spite of this well-established practice, the union chose to use as a basis of its negotiations the Longshoremen's wage schedule, although it knows or must know that the operations, the type of work, the equipment, the competitive factors differ greatly and cannot be compared.

When the hearings were held, no mention was made of a three-year contract and everybody seemed to be discussing terms of a two-year agreement. However, as at the last meeting I had with the chairman and the union nominee it was apparent that both were to make recommendations on the basis of a three-year contract, my recommendations will follow the same pattern and also be made on a similar basis. Of course the extended duration of the contract will necessarily have a bearing on the wage rates I recommend and this obviously must not be considered as a departure from my basic views regarding the pattern set by the railway agreement dated July 17, 1964.

The railway contract provided for a $0.06 per hour increase from January 1, 1964 and a further increase of $0.03 an hour as from July 1 of the same year. For the second year, from January 1, 1965 to July 1 of the same year, a 2% increase and a further 3% increase from July 1 to December 31, 1965. To those of the operators who figured out what this meant, as a "package-deal," it would mean an over-all increase of 19.1¢ per hour spread over the above mentioned periods. I repeat that this was for a two-year agreement and that we are now dealing with a possible three-year agreement, which is mentioned in the chairman's and the union's representative reports.

Therefore I would recommend the following increases for a three-year contract, effective from January 1, 1964 to December 31, 1966:

First year: Retroactive to January 1, 1964 to December 31 of the same year, $0.07½ per hour;

Second year: From January 1 to December 31, 1965, $.08 per hour;

Third year: $0.07 per hour.

I suggest that these recommended increases would be in keeping with those granted by the railways, after considering the fact that the $0.07½ per hour increase would be for the full 1964 year and not broken down into two biannual increases. The same applied for the full increase becoming effective on January 1 for the full year.

As for the third year, I feel that the suggested increase of $0.07 per hour is fair when we consider the implementation of a pension plan to be contributed to by the company over and above the wage increases.

11. *Pension Fund*

Demand of bargaining agent: "The company's pension plan to be reopened in order to cover all employees within the terms of the existing agreement and a system worked out whereby an employee could recover coverage for his last 13 years of service."

If we are to accept the Brotherhood's views on this demand, and there is no reason why we should not, it appears that the employees regard the institution of a pension plan as one of their main demands. As worded, the Brotherhood suggests that the Canada Steamship's existing pension plan be reopened in order to cover all employees. This subject was discussed at some length at the hearings and also by the members of the Board among themselves. I for one read the rules, regulations and by-laws of the existing plan and I feel that we can agree at this time that as drafted this plan cannot cover the employees represented by the Brotherhood. It is true that the provisions of this plan provide for amendments which the Company could, theoretically, cause to be enacted should it so desire. However, in practice, there are very serious obstacles to be overcome. For instance, there is a fund of some $18,000,000 accumulated over a number of years and the employees who have joined the plan several years ago have acquired rights which could hardly be ignored and which it would be unfair to have them share with newcomers.

I must say that owing to the intricacy of this subject, I discussed it with people well-versed in such matters and the views I now express are in keeping with those held by them. I believe that in the course of the conversations I had with the chairman and the repre-

sentative of the Brotherhood on the Board, we were agreed on fact that the plan to be established would be on an equal contributory basis and voluntary. From there we must endeavour to recommend a plan which would be acceptable to the employees in order to have them participate in the largest number possible. Otherwise the plan would defeat its purpose.

For instance, I feel that if we suggested that the employee pay 4% of his wages and the company an equal amount, it would not have sufficient appeal for the employee. In other words, as we are dealing with employees who have never contributed a percentage of their wages toward a pension plan, the 4% rate would probably be considered too high and it would be a minority who would tend to join. I am afraid that the demand of the Brotherhood as worded would prove impractical.

Although at this time I feel that the members of the Board are not equipped, so to speak, to submit any formal and specific recommendations with figures, amounts of pension to be granted, means of recovering, to use the Brotherhood's word, coverage for the employee's last 13 years of service, I nontheless would be prepared to venture the following recommendations on this subject:

My recommendation would be the following:

A. 4% of the employee's wages would be contributed to the fund, 2% by the employee and 2% by the company, according to a separate plan covering the employees represented by the Brotherhood;

B. The participation to such a plan would be voluntary;

C. This plan would augment the proposed federal or provincial pension plans now under study.

(I understand that the bill establishing the federal plan was tabled some two weeks ago and is now submitted to a Committee of the House. As to the Quebec plan, Mr. Lesage stated, on November 16, that a bill creating a provincial pension plan would be submitted at the next session to be convened in January. I understand that the government plans would be contributory with the employer and the employee paying half of the 3.9%, which it is felt the plans will cost. Of course we are dealing here with tentative figures but nevertheless if the contribution was to be in the neighbourhood of this percentage, it would mean that over and above the suggested company's plan, the employee would be called upon, and this would be compulsory, to contribute an approximately additional 2%. It is obvious that the government plan or plans being compulsory, we could not do likewise in any Company plan.)

D. This plan would be effective and applied as from January 1, 1966. I might note here that the same time limit was set in an agreement between the SIU and the Federation of Shippers. The above time limit is set in order to secure the expert opinion and services of reputable actuarial firms. The above mentioned figures and percentages would be given to such firms and all other necessary data in order that the parties in this dispute have a report in time to implement the plan by January 1, 1966.

E. Both parties would retain the services of their actuaries and would agree to supply the other party with the name or names of the actuaries thus selected within a delay of 60 days after the release of the Board's report. There might be other specific instructions to give to the actuaries, which I am prepared to discuss with the other members of the Board.

2. *Night Work*

Demand of bargaining agent: "Time and one half shall be paid to all employees for work performed after 6.00 p.m."

On night work, I see no valid reason for increasing the premium of $0.38 an hour which is now granted. As a matter of fact, the request of the Brotherhood on this subject was not justified by evidence.

3. *Sunday Work*

Demand of bargaining agent: "Double time shall be paid for all work performed on Sundays." I see no reason in acquiescing to this demand and I submit the same rate of time and one-half should prevail, as in the railway agreement.

4. *Saturday Work*

Demand of bargaining agent: "Time and one half shall be paid for all work performed on Saturdays."

The company now pays straight time on Saturday morning and time and one half in the afternoon and here again I see no reason to change this rate.

5. *Statutory Holidays*

Demand of bargaining agent: "Time and one half shall be paid for work performed on statutory holidays."

For the work performed on statutory holidays, the company already pays double time but with the demand as worded, this would mean that the company would pay double time plus one half and on this I cannot agree to recommend the acceptance of this proposal.

6. *Work through Periods*

Demand of bargaining agent: "All employees required to work through meal periods shall be paid for at the rate of double time until relieved."

At present, employees required to work through meal periods are paid time and one half and this is normal practice in most industries.

7. *Guaranteed Pay*

Demand of bargaining agent: "The company shall initiate a system of guaranteed annual earnings."

The basic principle of this particular demand is absolutely unacceptable for reasons, among others, which were given in my general remarks. Indeed, by guaranteeing annual earnings, this would mean that an employee could derive from another source earnings which would by far exceed wages paid in all other similar industries.

8. *Minimum Work Hours*

Demand of bargaining agent: "A minimum of five hours shall be paid for any or all work calls."

The Brotherhood requires a minimum of five hours for any or all work calls. It is prevalent in the vast majority of industries that a three-hour call is deemed sufficient remuneration.

9. *Vacation with Pay*

Demand of bargaining agent: "The vacation with pay clauses to be amended as follows:

After one season's service ..... 1 week
After two seasons' service ..... 2 weeks
After ten seasons' service ..... 3 weeks
After fifteen seasons' service ..... 4 weeks."

The Brotherhood's demand in this respect exceeds the normal practice in other industries. I feel that the three weeks' paid vacation after 15 seasons' service is in keeping with most plans in existence in other industries.

10. *Call Hours*

Demand of bargaining agent: "7.00 p.m. to be the last call covering all lower lake ports."

It would be readily seen that if this demand were implemented, it could mean that ships could remain idle for a number of hours, thus entailing substantial additional operating cost which added to other demands involving monetary matters would definitely affect and to some extent jeopardize the competitive position of the company in its transportation operations.

12. *Sick Leave*

Demand of bargaining agent: "The company shall grant to each employee one day sick leave per month, same to be accumulative for a two-year period."

I feel that there is no justification in this particular industry to grant one day sick leave per month and still less do I agree to the accumulation of said days of sick leave for a period of two years. In some industries, particularly those within government jurisdiction or closely related thereto, the practice of granting sick leave has been followed; however I submit that in a highly competitive industry such as that in which the company is engaged, any such tolerance could be conducive to unjustified absenteeism. As a matter of fact, demands of this kind have always been resisted to by employers on valid grounds and most of the time with success.

13. *Compensation for Injury*

Demand of bargaining agent: "Should an employee be injured on the job, management shall pay the difference between time of injury and compensation becoming effective."

When commenting on this particular demand, as on others, our views must always be related to the additional cost involved. I feel that the company's practice of paying the employee up to the end of his shift is fair as we must not overlook the fact that if the injury causes inconvenience to the employee, it also has to a certain extent a disruptive effect on the operations. Furthermore the increases which I suggest should be considered as a "package deal" to improve, if need be, and enhance the well-being of the employee.

14. *Family Bereavement*

Demand of the bargaining agent: "For a bereavement within the direct family, employee shall be granted three days leave with pay."

The same comments as those mentioned in the preceding paragraph should be applied in this matter.

15. *New Positions or Vacancies*

Demand of the bargaining agent: "The bulletin of higher positions to senior employees with ability shall apply at all ports."

I would grant this demand.

16. *Temporary Transfer*

Demand of the bargaining agent: "Employees shall not be temporarily transferred from one port to another at any time without knowledge and consent of lodges concerned."

If we were to recommend that this demand be granted, we would seriously curtail the control that the company should have over its employees. If we did so, it would be tantamount to recognizing that the lodges are as competent or more competent than the employers to decide if and when an employee should be transferred from one port to another. I suggest that complete flexibility in this respect should be left with the company. However, should the Brotherhood or the employee directly affected by such transfer feel that there was undue discrimination in the handling of these transfers, the matter could be dealt with in accordance with the grievance procedure.

17. *Delayed Work*

Demand of the bargaining agent: "Employees shall not be released during normal working hours in order that work be provided for them while waiting arrival of vessels."

18. *Piling Bag Commodities (Sarnia only)*

Demand of the bargaining agent: "Excepting in the case of flour 100 lbs., other bags, viz., maltsprouts, bran of all kinds, or other bulky bags, shall not be piled more than four high."

These demands relate to local conditions and would be applicable to Sarnia only. In view of this, I would suggest that they be the subject of post-award negotiations and eventually be attached to the Agreement as an Addendum. I feel that the evidence has not sufficiently enlightened the Board to permit it to make any specific recommendations. The employees affected by the conditions mentioned in these demands could meet Management representatives and I feel that this would lead to a satisfactory agreement. I would be prepared to suggest a time limit of sixty days in order that such special agreement be reached.

19. *Qualifying Periods*

Demand of the bargaining agent: "Employees taking higher rated positions or shed jobs shall be allowed thirty days in which to qualify."

I would agree to this demand but would suggest that the delay be 15 days instead of the 30 days mentioned therein.

20. *Ocean Freighters*

Demand of the bargaining agent: "When ocean freighters are being handled at the CSL docks, the employees shall be paid the same rates as that paid to deep sea employees."

As it was proved that the company no longer operates ocean freighters, I see no point in making any recommendations on this subject.

December 2nd, 1964.

(*Sgd.*) *Ross Drouin,*
Member.

Report of Board in Dispute between

Quebecair, Inc.

and

International Association of Machinists

A conciliation board made up of Mr. Justice Jules Poisson, chairman, Mr. Jean-Paul Menard, union nominee, and Mr. Denis Germain, M.R.I., company nominee, was established on October 20, 1964, to deal with a dispute between the International Association of Machinists (air hostesses, flight agents and employees of maintenance, traffic and operation services) and Quebecair, Inc., Rimouski, Que.

There were three (3) consecutive presentation sessions under date of November 18, 1964, and consultations on November 21, 25, 27 and 30, 1964.

In presenting evidence, the parties agreed to submit to the conciliation board the following six (6) major points:

1. The 40-hour, 5-day work week, in the operations and traffic department.

2. Voluntary withdrawal from the pension fund.

3. (a) Combined wage scale for ticket agents and reservation clerks.
   (b) Readjustment of wage scale for baggagemen.
   (c) Readjustment of wage scale in the operations department.
   (d) Readjustment of wage scale for cleaners in the maintenance department.

4. General wage increase.

5. Setting-up of a system regulating the number of hours of flight and wages for air hostesses and flight agents.

6. Additional fringe benefits.

As a result of the documents submitted by the parties and of the oral representations

---

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Quebecair, Inc., Rimouski, Que., and the International Association of Machinists.

The Board was under the chairmanship of His Honour Judge Jules Poisson of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Denis Germain and Jean-Paul Menard, both of Montreal, nominees of the company and union, respectively.

The report of the Chairman and Mr. Menard constitutes the report of the Board. The minority report was made by Mr. Germain.

The text of the majority and minority reports is reproduced here.

made by both, and after examination and analysis, we recommend as follows:

1—Operations and Traffic Work Week

1. The six (6) day, forty-two (42) hour week, until February 28, 1965.

2. The six (6) day, forty (40) hour week effective March 1, 1965.

3. Effective March 1, 1965, introduction of the five (5) day, forty (40) hour week at Montreal, Baie Comeau and Rimouski.

4. Gradual introduction of the five (5) day, forty (40) hour week, as operations will allow.

2—Cancellation of Pension Fund for Employees

We recommend the following:

1. Cancellation of pension fund for employees of the bargaining units concerned, effective March 1, 1965.

2. Remittance of contributions to the employees within the limits allowed by the insurance contract between Quebecair and Montreal Life Insurance Co.

3 (a)—Reservation Clerks

The union requested the conciliation board to set up an identical wage scale for reservation clerks and ticket agents.

We recommend that the reservation clerks *on the bases only,* should benefit by a higher wage scale, which should apply as follows, retroactive to March 1, 1964.

0	to	6	months	$200.00
6	to	12	months	$220.00
12	to	24	months	$240.00
Grade			I	$260.00
Grade			II	$280.00
Grade			III	$300.00

We recommend the introduction of a new category in the case of control clerks (P.C.R.) with the following wage scale, retroactive to March 1, 1964.

0	to	6	months	$200.00
6	to	12	months	$220.00
12	to	24	months	$240.00
Grade			I	$260.00

All these employees, however, will be entitled to the 3-per-cent wage increase, effective March 1, 1964, retroactivity applying to regular hours only, and 5 per cent effective March 1, 1965.

3 (b)—The Board Recommends for Baggagemen

We recommend for baggagemen (traffic) that they benefit by the following wage scale:

Retroactivity to March 1, 1964, applicable to regular hours only.

0	to	6	months	$200.00
6	to	12	months	$225.00
12	to	24	months	$240.00
24 months and over				$255.00

plus 3 per cent on the above wage scale retroactive to March 1, 1964, applicable to hours of work only; plus a general wage increase of 5 per cent effective March 1, 1965.

3 (c) Assistant Dispatcher

We recommend that the wage scale be readjusted for the following categories of employees, effective March 1, 1964, retroactivity applicable to regular hours, on hours actually worked:

Assistant Dispatcher

0	to	6	months	$295.00
6	to	12	months	$310.00
12	to	18	months	$325.00
18 months and over				$350.00

Dispatcher

Same wage scale, save for the minimum being raised to $370.00. These employees, however, will be entitled to the wage increases provided for in operations, that is to say, 3 per cent on the regular hours of work only, retroactive to March 1, 1964, and 5 per cent effective March 1, 1965.

In case of a promotion to Assistant Dispatcher or Dispatcher, the employee will continue to be paid wages he was paid when promoted, and will have to wait the usual time in his new category to benefit by the new wage scale.

3 (d)—Readjustment of Wage Scale for Maintenance Cleaners

We recommend that cleaners (maintenance) benefit by the following wage scale:

Retroactivity to March 1, 1964, on regular hours only.

0	to	6	months	$225.00
6	to	12	months	$240.00
12 and over				$255.00

and a wage increase of 3 per cent, effective March 1, 1964, retroactivity applying to regular hours only, and 5 per cent, effective March 1, 1965.

4—General Wage Increase

We recommend the following general wage increases, save in the above cases:

(a) *Maintenance:* effective March 1, 1964, 3-per-cent retroactive general wage increase on regular hours only. Effective March 1, 1965, general increase of 5 per cent. Shift premium effective on the signing of the present agreement; shift premium of $0.06 per hour for the afternoon shift and of $0.09 per hour for the night shift.

(b) *Traffic:* We recommend a general wage increase of 3 per cent effective March 1, 1964, retroactivity applying to regular hours of work only. Effective March 1, 1965, general wage increase of 5 per cent.

5—Air Hostesses

We recommend that:

Retroactive to March 1, 1964, air hostesses benefit by the following wage scale:

0	to	6	months	$230.00
6	to	12	months	$245.00
12	to	18	months	$255.00
18	to	24	months	$265.00
2 years	—	3	years	$275.00
3 years	—	4	years	$290.00
4 years	—	5	years	$305.00
5 years	—	6	years	$320.00
6 years and over				$335.00

A—Effective March 1, 1965, this wage scale will be increased by 5 per cent.

B—We recommend that the normal number of hours of flight per month be eighty (80). All flight over-time will be paid the *pro rata* rate of the monthly salary divided by the regular number of hours of flight for each air hostess.

6—Additional Fringe Benefits

We recommend that the shift premium of $0.06 per hour for the afternoon shift and the shift premium of $0.09 per hour for the night shift be applicable to all employees working on such shifts.

Other Requests

As for the other requests, we make the following recommendations, assuming, however, that an agreement has already been reached concerning the articles of the agreement listed in document U-3 submitted by the union and which do not appear in these instances.

Article *Item*

14-1 unchanged

11-01 and 11-03 unchanged

10-11 shift premium granted as already mentioned

12-09 unchanged

Schedule "B" unchanged

12-03 Three weeks' vacation after 10 years of service, effective March 1, 1965.

11-05 Bereavement leave for death in immediate family, effective as of date the agreement is signed. Weather clothing, to be defined in the employee manual, but granted.

General increase granted to the "red circle" employees.

10-03 5-day, forty (40) hour work week as specified above.

Schedule "A-1" Wage increases as specified above.

Schedule "B" Special allowance schedule, unchanged.

10-11 Shift premium applicable as specified above.

14-01 Six (6) additional days of sick leave per year, unchanged.

11-01 and 11-03 additional statutory holidays and payment, unchanged.

12-09 One (1) week additional vacation, between October 1 and April 1, unchanged.

8-21 Transfer expenses, in compliance with employees handbook.

11-05 Death in the family, granted.

12-03 Three (3) weeks' vacation after 10 years of service, effective March 1, 1965.

10 Work week as specified above.

Schedule "A-3" Wage increases, as specified above.

Schedule "B" Special allowances schedule, unchanged.

10-11 Shift premium as specified above.

14-01 Additional sick leave, unchanged. Taxicab, between midnight and 7 A.M. (air hostesses) granted.

11-01 and 11-03 Additional statutory holidays, unchanged.

12-09 One (1) week additional vacation, between October 1 and April 1, unchanged.

8 Transfer expenses, in compliance with the employees handbook.
Weather clothing, in compliance with employees handbook, definition to be given.

11-05 Bereavement leave for death in the family, effective as of date agreement is signed.

12-03 Three (3) weeks' vacation after 10 years' service, effective March 1, 1965.

Special Requests

17. ARTICLE 10-07 Time and one-half effective as of date agreement is signed.

ARTICLE 10-10 Call-back pay to workers, granted on the condition that the employee has not been requested previously to return before leaving work.

19. ARTICLE 10-11 As specified above.

20-21. ARTICLES 11-01 and 11-02 unchanged.

22. ARTICLE 11-03 to read time and one-half.

23. ARTICLE 11-05 as specified above.

24. ARTICLE 12-03 as specified above.

26. ARTICLE 14-01 unchanged.

We recommend a two (2) year agreement terminating on March 1, 1966.

We have signed in the city of Montreal, on this 30th day of November 1964.

(*Sgd.*) *Jules Poisson*,
Chairman.

(*Sgd.*) *Jean-Paul Menard*,
Member.

MINORITY REPORT

1. Work Week for Operations and Traffic

After examining the majority report of the conciliation board, I subscribe to all its recommendations except the following, on which I disagree:

1. Six (6) day, forty-two (42) hour work week, until February 28, 1965.

2. Six (6) day, forty (40) hour work week, effective March 1, 1965.

3. Gradual introduction of the five (5) day, forty (40) hour work week, as operations will permit.

On this point, I should be satisfied with the recommendation which a conciliation board made in the dispute between the Pacific Western Airlines and its traffic employees. In my estimation, it would be preferable to stand by the criterion established in the fourth part of the majority recommendation and to leave to the parties the care of judging if these conditions apply or not to the various airbases.

4—General Wage Increase

I am in agreement with the majority report on the general wage increases, save in the following cases:

(A) *Maintenance:* Effective March 1, 1965 general wage increase of 4%, since these employees, on the date this agreement is signed, will benefit by a shift premium of .06 cents per hour for the afternoon shift and of .09 cents per hour for the night shift.

5—Air Hostess and Flight Agent

In order to ensure a minimum of flexibility in cases into which the employer finds it difficult to make a check, such as illness, absence, etc., I recommend the following method for computing overtime:

1—Overtime pay will be granted for hours of flight in excess of 85 hours per month or hours in excess of 240 hours per quarter. These quarters will be established as follows:

from January 1 to March 31
April 1 to June 30
July 1 to September 30
October 1 to December 31

2—Overtime will be paid, if necessary, at the *pro rata* of the monthly salary by the normal number of hours of flight per month.

6—Additional Fringe Benefits

I wish to go on record as objecting to a shift premium for the operations and traffic services employees. For administrative purposes, I believe it would be preferable to grant the employees of these services 1% more than those of the maintenance service who benefit by the shift premium.

10-07A unchanged
10-07B unchanged
11-03 unchanged

And I have signed in the City of Montreal, on this fourth day of December 1964.

(*Sgd.*) *Denis Germain,* M.R.I.,
Member.

Chief Inspector of Factories

(Continued from page 120)

are not amenable to mechanization and will continue to require muscle power. Fatigue, whether of physical or psychological origin, will result in reduced output and may increase the liability to accidents and disease.

This chapter deals also with the importance of such environmental aspects for the workplace as heating, lighting and ventilation, and with the effects on the worker of posture, seating, food and rest breaks.

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal quashes injunction prohibiting picketing of unleased parts of shopping centre. B.C. Supreme Court upholds two remedial orders of Labour Relations Board

In Saskatchewan, the Court of Appeal quashed an injunction order prohibiting picketing of the unleased portions of a shopping centre on the ground that the injunction was granted in an action in trespass, and that such action could not be maintained since the control by the owner of the shopping centre was not to the exclusion of the rights of other persons such as the tenants and the public in general.

In British Columbia, the Supreme Court (in Chambers) did not find an error of law on the face of the record of two remedial orders made by the Labour Relations Board, and it dismissed a *certiorari* application to quash them. The Court held that, in the application to quash the orders on the ground of error of law on the face of the record, the Court may not look beyond the record itself, namely, the orders complained of, and in particular, the Court may not look at a collective agreement or at any evidence placed before the lower tribunal.

Saskatchewan Court of Appeal . . .

. . . rules invalid an injunction against picketing unleased part of shopping centre

On June 24, 1964, the Saskatchewan Court of Appeal allowed an appeal from the judgment of Chief Justice Bence of the Queen's Bench, who had enjoined picketing on an unleased portion of a shopping centre (L.G., March 1964, p. 218); the Court held that, since possession is an essential element in an action for trespass, and, since the owner of a shopping centre exercised control over the premises but not to the exclusion of other persons, an action for trespass could not be maintained and, since the injunction was improperly founded on trespass, such injunction had to be quashed.

Loblaw Groceteria Co. Ltd. is one of the tenants of the owner of Grosvener Park Shopping Centre Limited in Saskatoon. The shopping centre consists of 31 separate stores adjacent to which are sidewalks, passageways and a large parking area. These latter are for the use of the customers and other persons wishing to do business with the tenants, as well as for the use by the servants and agents of the tenants and others whose right to use may arise by or through the right of the owner.

The lease of Loblaw Groceteria Co. Ltd., in addition to the premises, included the sidewalk adjacent to the premises. None of the other leases in the shopping centre covered any area other than the actual premises.

On July 26, 1963, the employees of Loblaw Groceteria went on strike. They were members of the Retail Clerks International Association, Union Local No. 244, and picketed the Loblaw store by persons with placards on the parking area and on the sidewalks adjacent to the store premises. The owner of the shopping centre started action, against the five defendants in their personal capacity and as representatives of the union, for an interim and permanent injunction restraining the defendants and all persons acting on behalf of the local union from trespassing upon the unleased adjacent areas and for damages for such trespass.

Chief Justice Bence granted an interim injunction against picketing on the ground that the members of the union should be restrained from trespassing on the unleased parts of the shopping centre.

The granting of the injunction was appealed by the union on several grounds but the Court of Appeal felt it necessary to consider only two.

The first ground was that the application for injunction should be rejected on the ground that the plaintiff, before commencing the action for an injunction and damages, failed to obtain a representation order pursuant to R. 45 of the Queen's Bench Rules, which could only be obtained by notice to interested parties and by establishing (a) that the persons proposed to be sued represented all others having the same interest in the matter; (b) that the union sought to be sued in the representative action had a trust fund available, if necessary, to satisfy the plaintiff's claim for damages; and (c) that the persons designated as representatives of the union had the management of its affairs and access to the trust fund.

The second ground of appeal considered by the Court was that the judge erred in grant-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

ing the injunction, or at least in restraining the members of the union from entering upon the property.

Regarding the first ground of appeal, the Court of Appeal rejected the contention that in the case at bar a representative order was necessary to commence the action.

Chief Justice Culliton, who rendered the judgment of the Court of Appeal, described the practice respecting representative actions in Saskatchewan:

> Under R.45 a representative action may be commenced for any relief without an order of the Court authorizing the same to be brought; an order is required only when one or more persons seek to defend an action on behalf of others having the same cause or interest. Moreover, in suing a trade union in a representative action where the only relief sought is a declaratory judgment or injunction, it is not necessary to allege or prove the existence of a trust fund. If damages are sought, then the existence of a trust fund must be alleged and proved before a judgment for damages could be enforced. The failure to plead the existence of a trust fund when relief in addition to damages is sought would not be a basis for striking out the entire statement of claim. It is apparent too that the onus rests upon the party alleging that the persons sued represent numerous persons having the same interest in the same cause or matter to prove that fact. Neither the proof of the latter nor the proof of the existence of a trust fund, where applicable, are necessary before the commencement of the representative action.

The Court of Appeal accepted the second ground of appeal and ruled that in the case at bar the action for injunction could not be founded on trespass.

In an action for trespass, the essential element is possession.

> Any form of possession, so long as it is clear and exclusive and exercised with the intention to possess, is sufficient to support an action of trespass against a wrongdoer (38 *Halsbury,* 3rd ed., p. 743, par. 1213).

What constitutes possession is a question of fact in each case. In *Lord Advocate v. Lovat (Lord)* (1880) 5 App. Cas. 273, Lord O'Hagan had this to say at p. 288:

> As to possession, it must be considered in every case with reference to the peculiar circumstances. The acts, implying possession in one case, may be wholly inadequate to prove it in another. The character and value of the property, the suitable and natural mode of using it, the course of conduct which the proprietor might reasonably be expected to follow with a due regard to his own interests—all these things, greatly varying as they must, under various conditions, are to be taken into account in determining the sufficiency of a possession.

Counsel for the union members in the case at bar argued that the owner of the shopping centre did not have that degree of possession essential to an action in trespass. Chief Justice Culliton accepted this argument. In his opinion, the area upon which it was alleged the union members have trespassed is part of what is well known as a shopping centre. Although legal title to the area is in the owner, he admitted that he has granted easements to the many tenants.

The evidence established also that the owner has extended an unrestricted invitation to the public to enter upon the premises. The very nature of the operation is one in which the owner, both in his own interests and in the interests of its tenants, could not do otherwise. Under these circumstances, it cannot be said that the owner is in actual possession. The most that can be said is that the owner exercises control over the premises but does not exercise that control to the exclusion of other persons. For that reason, therefore, the owner cannot maintain an action in trespass against the union members. *(Zellers (Western) Ltd. v. Retail Food and Drug Clerks Union, Local 1518 (No. 2)* (L.G., April 1964, p. 303))

The fact, however, that the owner cannot maintain an action in trespass, Chief Justice Culliton added, does not mean that it is without remedy if those entering upon the premises engage in unlawful acts or interfere with the rights of the owner or with the rights of others who have an equal right to be there. The remedy would be in nuisance, not in trespass. In the case at bar there was evidence indicating that the union members might have engaged in acts interfering with the rights of the owner and of others lawfully using the premises, resulting in damage to the owner.

The Court had been advised by counsel for the owner that, as the trade dispute between Loblaw Groceteria Co. Ltd. and its employees had been settled, the owner did not intend to proceed further with the action. If it were not for this situation, Chief Justice Culliton would have given consideration to construing the pleadings as an action in nuisance. Under the circumstances, no useful purpose would be served by doing so. As a number of persons, however, had been cited for contempt for failure to comply with the injunction, a judgment respecting the validity of the injunction granted was necessary. As the injunction was improperly founded on trespass, Chief Justice Culliton allowed the appeal and set aside the injunction order. *Grosvenor Park Shopping Centre Limited v. Waloshin et al and Cave and Felstead (1964)* 49 W.W.R., Part 4, p. 237.

British Columbia Supreme Court . . .

. . . in absence of error of law on face of record, upholds Board's remedial orders

On May 5, 1964, Mr. Justice Aikins of the British Columbia Supreme Court, in the absence of error of law on the face of the record, refused an application for *certiorari* to quash the remedial orders (to cease and desist and to rectify wrongful acts) made by the B.C. Labour Relations Board against a trade union.

On March 5, 1964, Celgar Ltd., the employer of workers represented by Pulp and Paper Workers of Canada, Local No. 4, Watson Island, made a complaint to the Labour Relations Board against the union that, contrary to the provisions of Section 5(2) of the Labour Relations Act, the union and the members of that union employed by Celgar Limited at its Prince Rupert Pulp Division had engaged in, supported, encouraged and condoned activity that was intended to, and/or did restrict and limit production.

Pursuant to Section 7 of the Labour Relations Act, the Board inquired into the complaint, and after holding a hearing, issued two orders, each dated April 2, 1964.

The first order stated that, on inquiry, it had been proved to the satisfaction of the Board that the union in question, its members, officers, servants, agents and the employees of Celgar Ltd. had done acts prohibited by Section 5(2) of the Labour Relations Act, in that they had supported, encouraged, condoned, or engaged in activities that were intended to, or did restrict or limit production or services of the company. Therefore, pursuant to Section 7(4) of the Labour Relations Act, the Board ordered the union and its members, officers, agents and the employees of Celgar Ltd. to cease and desist from directing, counselling, advising, encouraging, ordering or instructing any persons not to operate, and not to train in the operation of a certain log fork lift machine, or a certain side jack ladder machine, owned by the company at its Prince Rupert Pulp Division on Watson Island, British Columbia.

The second order of the Board ordered the union to rectify its wrongful acts by posting in a conspicuous place on the premises of the company a notice signed by the President or other responsible officer of the local union stating that, during the term of the joint labour agreement between the union and the company, the company had the exclusive right, without threat or hindrance from the union or any other person, to establish the rates of pay and lines of progression or job categories for the operators of the machines in question, and that the employees of the company had the right to make application for promotion to the aforesaid positions.

The union applied for *certiorari* to quash the orders of the Board.

Mr. Justice Aikins, in dealing with the application, noted that the company's complaint against the union alleged conduct in breach of Section 5(2) of the Labour Relations Act, which provides:

> S. 5(2) No trade-union and no person acting on behalf of a trade-union and no employee shall support, encourage, condone, or engage in any activity that is intended to, or does restrict or limit production or services.

The union contended that there was an error in law on the face of the record, and that therefore the two orders should be quashed.

Mr. Justice Aikins treated the two orders of the Board as constituting the record, and said that, in his opinion, counsel for the union, to succeed in the application, must show error in law apparent on the face of the record, treating the two orders and nothing else as being the record. The Board did not give reasons for the orders and no question was raised about the absence of any evidence to support the Board's decision.

Counsel for the union, at one point of the proceeding, submitted that the collective agreement between the parties be examined; but Mr. Justice Aikins refused to do so and ruled that the collective agreement, even assuming that it was put in evidence before the Board, did not form part of the record in the restricted sense of this word in the application at bar.

Counsel for the union argued that at common law an employer may engage an employee, and an employee may engage to work for an employer, on any terms that may be agreed to between them. When an employee has agreed to do a certain kind of work for an employer, the employee is contractually bound to do that work, but he can properly refuse to do work of a kind other than that which he engaged to do. Mr. Justice Aikins accepted these submissions as bare propositions of law.

He noted, however, that it was apparent from the second order that there was a collective agreement, described as a joint labour agreement, between the union and Celgar Ltd. With reference to this fact, he stated that the common law rights and obligations of employer and employees might or might not be modified by the contractual provisions of the collective agreement. But (as the collective agreement was not part of the record under consideration) he could not examine the agreement to find out what provisions it contained, and could not speculate about the terms of employment provided by the collective agreement and make some assumption, and then, taking this assumption and the orders together, find error in law apparent on the face of the record.

Another argument submitted by counsel for the union was based on the provisions of Section 5 of the B.C. Trade-unions Act, which reads:

> S. 5. Any act done by two or more members of a trade-union, if done in contemplation or furtherance of a labour dispute, is not actionable unless the act would be wrongful if done without any agreement or combination.

Because it was lawful for individual employees to refuse to do work that they had not engaged to do (in this case working the two machines), it was lawful for the employees acting together to refuse to work the machines.

It was apparent from the orders made by the Board that the Board must have found that the union directed, counselled, advised, encouraged, ordered and/or instructed employees not to operate, or train in the operation of the forklift machine and the jack ladder machine owned by Celgar Ltd., and that the Board had decided that this amounted to a breach of S. 5(2) of the Labour Relations Act. Counsel for the union argued that it appeared on the face of the second order that the Board had found that the employees had the right to apply, or not to apply for a promotion to operate either of the two machines.

The error in law asserted by the union was this: the Board must be taken by its second order not only to have recognized the right of the individual to either apply or not apply to operate one or other of the two machines, but to have found that the individual employee had the right to either agree to operate, or refuse to operate either of the two machines. This being the case, counsel for the union argued that, under S. 5 of the Trade-unions Act, it was not unlawful for the employees, acting together, to refuse to work the two machines. All that the Board could be taken to have found was that the employees, acting together through the union, had refused to operate the machines; that any direction or counselling given to employees was to implement the decision; and that, it being entirely lawful for an individual to refuse to operate either of the two machines, it was therefore entirely lawful (under S. 5 of the Trade-unions Act) for the employees acting together to refuse to operate the machines, and for the union to tell employees not to operate the machines.

It was then argued that S. 5(2) of the Labour Relations Act could not be taken as having modified S. 5 of the Trade-unions Act; and that, therefore, what was lawfully done under S. 5 of the Trade-unions Act could not be unlawful simply because what was done had had the incidental effect of restricting or limiting the production or services of Celgar Ltd.

In dealing with this argument, Mr. Justice Aikins stated that, even assuming the validity of the unions' argument, the two orders that constituted the record did not *ex facie* disclose the error in law for which the union's counsel argued. Even if the Board had recognized (by the words used at the end of the second order) the right of an employee to apply or refuse to apply for promotion to operate one or other of the two machines, this was not, in his opinion, the same thing at all as a finding by the Board that the employees were free under the terms of their employment to refuse to operate the machines if asked to do so. The position of the employees and of the union in respect to operating the two machines might well depend upon the terms of the collective agreement that was not a part of the record. Further, in the opinion of Mr. Justice Aikins, S. 5 of the Trade-unions Act applied only where the act done by two or more members of a trade union was done in contemplation or furtherance of a labour dispute. There was, however, nothing in either of the two orders under attack that could be taken as a finding on the part of the Board that what was done by the union was done in contemplation or furtherance of a labour dispute.

As to the question of what constituted an error on the face of the award, Mr. Justice Aikins quoted the following from the judgment of Lord Dunedin in *Champsey Bhara & Co. v. Jivraj Balloo Spinning & Weaving Co.* (1923), 92 L.J.P.C. 163 at p. 166:

> An error in law on the face of the award means, in their Lordships' view, that you can find in the award or a document actually incorporated therein, as, for instance, a note appended by the arbitrator stating the reasons for his judgment, some legal proposition which is the basis of the award and you can then say that it is erroneous. It does not mean that if in a narrative a reference is made to a contention of one party that opens the door to seeing first what that contention is, and then going to the contract on which the parties' rights depend to see if that contention is sound. Here it is impossible to say, from what is shown on the face of the award, what mistake the arbitrators made.

In view of this statement, Mr. Justice Aikins held that he could not look into the collective agreement for the purpose of seeing whether, reading the collective agreement and the orders together, there was the error of law that the union claimed. On the application before the bar, the union was confined to putting before the Court the orders made by the Board, and if the Court were to consider the collective agreement, it would be looking beyond the face of the record or award for error in law, and this the Court could not do.

The Court dismissed the application for *certiorari* and upheld the cease and desist orders of the Labour Relations Board. *Re Labour Relations Act; Pulp and Paper Workers of Canada, Watson Island, Local No. 4 v. Celgar Limited and the Labour Relations Board of British Columbia* (1964), 48 W.W.R., Part 9, p. 555.

Recent Regulations, Federal and Provincial

Ontario introduces safety rules for the logging industry and three provinces issue new apprenticeship regulations

The federal Government reissued its winter house building incentive program regulations.

In Ontario, the first regulations to be issued under the Loggers' Safety Act, 1962-63 not only lay down general safety rules, but also set out specific requirements for vehicles and machines, which include the provision of prescribed safety devices. In addition, they lay down safety rules for operations such as felling, the loading and unloading of logs, and the transportation of workmen. They also require the operator to take special precautions when loggers are working over water.

New apprenticeship regulations were issued in Ontario, Alberta and Newfoundland. The most extensive changes were in Ontario, where the general apprenticeship regulations were revised and new rules were issued for 11 trades.

Other new regulations dealt with elevating devices under the British Columbia Factories Act.

FEDERAL

Appropriation Act No. 10, 1964

The federal Government's Winter House Building Incentive Program Regulations, 1964-65 (SOR/64-488) were gazetted on December 23.

The regulations set out the conditions under which a person may qualify for the $500 incentive bonus payable to the owner builder or first purchaser of a house that is substantially built during the winter.

PROVINCIAL

Alberta Apprenticeship Act

In Alberta, the list of apprenticeable trades has been revised. One change is that trades previously designated as a group are now separated into trades as practised. In the revised list, bricklaying and tile setting are designated as separate trades, as are plumbing, steam fitting and gas fitting.

The increasing need for specialists has also been taken into account, and branches of two previously designated trades are now listed as separate trades. The three branches of the electrician trade—construction electrician, power electrician and communication electrician—are now designated as separate trades. The trade of a motor mechanic and the trade of an auto body mechanic are listed in place of the motor vehicle repair trade.

The following other trades are again designated as apprenticeable trades: carpenter, plasterer, sheet metal mechanic, yelder, radio technician, refrigeration mechanic, machinist, millwright, lather, cook, heavy duty mechanic, appliance serviceman, baker, and painter and decorator.

In line with these changes, separate regulations have been issued for the trades of communication electrician, construction electrician, power electrician, plumber and steamfitter.

All of the new trade rules fix a minimum age of 16 for apprentices. No upper age limit is set, but in the communication and power electrician trades and in the plumbing and steamfitting trades, preference will be given to persons under 25 years.

In the three electrical trades, an apprentice must have at least a Grade 10 education, with mathematics 10 or its equivalent. In the plumbing and steamfitting trades, the minimum educational standard is Grade 9 or its equivalent. In the five trades, a person with lower educational qualifications may be accepted with the approval of the Director, if he has been recommended by a local advisory committee and has passed the prescribed examination.

In the revised regulations, the term of apprenticeship is expressed in periods instead of in years, and a minimum number of hours is specified. In all five trades, the term of apprenticeship consists of four periods of 12 months each. Each period is to consist of at least 1,800 hours of employment, including time spent attending prescribed technical courses. In line with the usual practice, time credits may be granted for technical or vocational training or previous experience in the trade.

As before, every apprentice must be paid not less than the prescribed percentage of the prevailing journeyman's wage. In the five trades, the minimum is now 40 per cent of the journeyman's rate during the first period, 50 per cent during the second, 60 per cent during the third and 75 per cent during the fourth.

The revised list of apprenticeable trades (Alta. Reg. 556/64) was gazetted on November 14, and the new trade rules (Alta. Reg. 570/64 to 574/64) were published on November 30.

British Columbia Factories Act

In British Columbia, Sections 1 to 8 of the "Safety Code for Elevators, Dumbwaiters and Escalators" of the Canadian Standards Association (B-44-1960) have been adopted as regulations under the Factories Act, and apply to all such elevating devices installed after January 1, 1965.

In addition, comprehensive regulations for elevating devices have been issued, replacing earlier regulations governing manlifts, freight and passenger elevators, dumbwaiters and moving stairways.

The new regulations, gazetted as B.C. Reg. 216/64 on December 10, apply to all vertical or inclined lifts located in or about a building, and used for raising or lowering passengers or materials, except: belt, bucket, scoop, roller, and similar-type conveyors; portable tiering or piling machines used to move materials to and from storage and operated entirely within one story; equipment for feeding or positioning materials at machine tools, printing-presses, furnaces, etc.; hoists for lowering and raising materials that are provided with unguided hooks, slings, and similar means for attachment to the material; amusement devices; lift bridges; railroad car lifts or dumpers; material hoists and workmen's elevators used in buildings under construction; a lift within the scope of the Metalliferous Mines Regulation Act or Railway Act; lubrication hoists or similar mechanism.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has published its third and fourth lists of apprenticeable trades and has issued regulations for the carpenter, joiner, and plumbing and domestic heating trades. Two new company training plans have also been approved.

Designated Trades

The third list of designated trades, which was published on October 27, lists the following as suitable for apprenticeship in mining (beneficiation): automotive mechanic, carpenter, electrician, electronic repairman, machinist, mechanic (field), mechanic (plant), pipefitter, welder.

In the fourth list of designated trades published on November 7, the designation of plumber and domestic heating has replaced that of plumber, which was designated an apprenticeable trade in December 1962. In addition, the trades of motor vehicle repairer, power plant mechanic and welder-iron worker are designated as appropriate for apprenticeship in the mining industry.

Trade Rules

The apprenticeship regulations for the carpenter, joiner, and plumber and domestic heating trades, all set a minimum age of 16 years for apprentices. In the joiner trade, however, preference will be given to applicants who have spent at least six months at a vocational training school. The minimum educational standard is Grade 8 or its equivalent in the carpenter and joiner trades and Grade 9 (Newfoundland) in the plumbing and domestic heating trade.

In the carpenter and joiner trades, the term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction. In the plumbing and domestic heating trade, the term is five years or 10,000 hours, whichever is greater. In all cases, the period may be shortened by the Board on receipt of reports of unusual progress.

During the first year, an apprentice in the carpenter and joiner trades must spend eight weeks attending classes in technical and related instruction. He must spend six weeks the second year, and four weeks in the third and fourth years. In the plumbing and domestic heating trade, the apprentice must attend classes for eight weeks the first year, six weeks the second, third and fourth years, and five weeks the fifth year. In all cases, an apprentice who has been indentured after taking a pre-employment course will not be required to attend full-time classes during the first year of the apprenticeship term.

An apprentice must be paid a specified percentage of the journeyman's rate with increases every period, unless he fails to make satisfactory progress. A period is defined as six months or 1,000 hours actually employed in the trade, whichever is greater. In no case, however, may an apprentice receive less than the rate set in the 1963 minimum wage order or any succeeding order.

In the carpenter trade, the minimum is 50 per cent of the journeyman's rate in the first period, 56 per cent in the second, 62 per cent in the third and 69 per cent in the fourth period. The rate must be increased to 76 per cent in the fifth period, increasing by 6 per cent during the remaining periods to 94 per cent in the eighth period.

In the joiner trade, the minimum for apprentices is 50 per cent of the journeyman's wage during the first period, increasing by 6 per cent in every succeeding period to 92 per cent in the eighth period.

In the plumbing and domestic heating trade, the minimum is 30 per cent during the first and second periods and 35 per cent during the third and fourth periods. The rate is 42½

per cent during the fifth and sixth periods, 55 per cent during the next two periods and 75 per cent in the ninth and tenth periods.

In the three trades, an apprentice who has been granted credits for trade experience or trade training must be paid the wage rate of an apprentice who has completed a similar period of apprenticeship.

In the carpenter trade, the ratio of apprentices to journeymen is one to five, except that an employer may employ an apprentice on any job site where he has one or more journeymen employed.

In the joiner trade, the ratio of apprentices may not exceed one apprentice to the first three journeymen, and after that apprentices may be hired at a ratio of one for every four journeymen after the first three.

The regulations for the plumbing and domestic heating trade provide that every approved shop may have one apprentice to every one journeyman steadily employed.

In the three trades, the hours of apprentices are to be the same as journeymen's, provided they do not exceed eight hours in the day and five days in the week, except for normal overtime and in emergencies as provided for in a collective agreement.

Company Apprenticeship Training Plans

One of the new company training plans applies to Newfoundland Fluorspar Limited and the other to the Iron Ore Company of Canada. In each case, the plan applies throughout the province and covers apprentices in specified trades involved in the maintenance of the company's plant and equipment.

The apprenticeship training plan for Newfoundland Fluorspar Limited covers the following trades in the mining industry: motor vehicle repairer, electrician, maintenance mechanic, machinist, power plant mechanic, welder-iron worker, pipefitter, and carpenter.

The plan for the Iron Ore Company of Canada applies to apprentices in the following trades in the beneficiation sector—ore processing—of the mining industry: automotive mechanic, carpenter, electrician, electronic repairman, machinist, mechanic—field, mechanic—plant, pipefitter, welder.

Ontario Apprenticeship and Tradesmen's Qualification Act

The first regulations to be issued under the Ontario Apprenticeship and Tradesmen's Qualification Act were gazetted on October 24.

Passed at the last session of the Ontario Legislature and proclaimed in force on October 5, the Apprenticeship and Tradesmen's Qualification Act not only updated the apprenticeship legislation but also provided for the introduction of compulsory certification in key trades and for the extension of the voluntary system.

The new regulations set out general rules applicable to any trade for which an apprentice training program has been established, as well as special rules for 11 trades. The special rules governing barbering and hairdressing schools have been revised.

According to press reports, an official of the Department of Labour said that the intent of the new regulations was to make apprenticeship more attractive, to give tradesmen more status in the community and to encourage students to stay in school by making apprenticeship more difficult to get into.

General Apprenticeship Regulations

The new general regulations (O. Reg. 279/64) apply to all trades for which an apprentice training program has been established.

The minimum educational requirement for apprentices is Grade 10 or its equivalent, unless different qualifications are established in the regulations for a particular trade.

Applicants for a certificate of apprenticeship, or a certificate of qualification, may now be granted hourly credits for the successful completion of a course of study or training conducted by a school in Canada supported in whole or part by public money. Time credits may also be granted for previous experience in the trade. Applicants, will however, be required to pass the prescribed tests.

An applicant for a certificate of apprenticeship or qualification who has a certificate of proficiency may be granted a credit for the number of hours specified in the certificate of proficiency.

In all trades, an employer who is himself a journeyman, or who employs one journeyman, is allowed to engage one apprentice. He may have one additional apprentice for every three journeymen employed, unless a different ratio is fixed in the regulations for a particular trade.

As before, every apprentice must be paid a specified percentage of the wage paid to a journeyman employed by the employer in that trade. Unless otherwise prescribed, the minimum is 40 per cent during the first period, increasing by 10 per cent upon successful completion of each period of training and instruction, to 80 per cent during the fifth period.

Where a final examination for a certificate of apprenticeship in a trade has been established as an Interprovincial Standards Examination under the Technical and Vocational Training Assistance Act (Canada), the apprentice will be awarded the appropriate

seal on his certificate, if he obtains more than 69 per cent in the final examination. When a certificate of apprenticeship is obtained before an Interprovincial Standards Examination is established, the holder of the certificate may be awarded the interprovincial seal later if he tries the prescribed examination and obtains more than 69 per cent on the examination.

Provision is made for the issuance of certificates of proficiency in a trade not designated as a certified trade, that is a trade in which a certificate of qualification is not compulsory. A tradesman who has not served a formal apprenticeship may be granted a certificate of proficiency if he supplies documentary evidence of experience in the trade and passes the examination prescribed by the Director.

A certificate of qualification may be issued without examination to the holder of a certificate of apprenticeship under the Act or the predecessor Act.

An Ontario certificate of qualification may also be issued to a person from another province who holds a certificate of apprenticeship that bears an Interprovincial Seal, or to the holder of a subsisting certificate of qualification issued by another province.

Under certain circumstances, a person who does not hold a certificate of apprenticeship may obtain a certificate of qualification. Upon passing the prescribed examination, a certificate of qualification may be granted to an applicant who has graduated from a licensed trade school and has worked as an apprentice in the trade for a specified period. A person who supplies satisfactory evidence of having worked as a journeyman in the trade in Ontario or elsewhere for a period at least equal to the apprenticeship period prescribed for the trade, must also be granted a certificate of qualification, if he passes such tests and examinations as the Director prescribes.

When a certificate of qualification is not renewed or re-issued for more than three consecutive years from the date of its expiry, it will not be re-issued unless the applicant passes the prescribed examination. The Director may, however, waive this rule if the failure to renew was due to illness or other cause beyond the control of the person whose certificate has expired.

Trade Rules

The special trade rules apply to the following trades; barber, bricklayer, carpenter, cook, electrician, hairdresser, motor vehicle repairer, mason, plasterer, air conditioning or refrigeration equipment servicing and installation, and watch repairer. In two of these trades, cook and watch repairer, no formal apprenticeship training plans were previously in effect, although in March 1963 six watchmakers and three cooks were registered with the Apprenticeship Branch.

Six of the trades—barber, electrician, hairdresser, motor vehicle repairer, air conditioning or refrigeration equipment servicing and installation, and watch repairer—are designated as certified trades; which means that certificates of qualification are compulsory in these trades. In all six trades, an exception is made for a person who becomes an apprentice within three months. Under the Act, tradesmen practising a certified trade at the time of designation are given two years in which to obtain a certificate of qualification.

Certificates of qualification must be renewed annually, the exact expiry date varying with the trade. In the barbering and hairdressing trades, it is now mandatory to submit a medical certificate testifying that the applicant is free from any communicable disease when applying for renewal.

The motor vehicle repairer trade is again divided into three branches—Branch A, the trade of a motor mechanic; Branch B, the trade of a body repairer; and Branch C, the trade of an electrical system repairer and fuel system repairer.

The growing need for specialization has also been taken into account in the electrical trade, which also is now composed of three branches—Branch A, the trade of a construction electrician; Branch B, the trade of a maintenance electrician; and Branch C, the trade of a domestic and rural electrician.

A construction electrician is a person who performs the work of an electrician in the construction, erection, repair, remodelling or alteration of any building used for commercial or industrial purposes, or any multiple dwelling building containing more than six dwellings. A maintenance electrician is one who performs maintenance repairs to electrical equipment used by a manufacturing, industrial or service institution. A domestic and rural electrician is a person who performs the work of an electrician in the construction, erection, repair, remodelling or alteration of houses, multiple dwellings containing six or fewer units, or farm buildings, or who performs maintenance repairs to electrical equipment used in such structures. The regulations stipulate that no person who holds a certificate of apprenticeship or a certificate of qualification in the construction electrician branch of the trade may be granted a corresponding certificate in the trade of a domestic and rural electrician.

The period of apprenticeship is now expressed in terms of periods rather than years, and a minimum number of hours for each period is specified. In the barbering and hairdressing trades, an apprentice training pro-

gram must consist of three periods of 1,800 hours each, but an apprentice who has graduated from a registered barber or hairdressing school may be allowed a credit of two hours for each hour of instruction completed in the school. An apprentice cook must complete three periods of training and instruction of 2,000 hours each. The term of apprenticeship consists of four periods of 1,600 hours each in the trades of bricklayer, mason and plasterer, and four periods of 1,800 hours in the carpentry and watch repairer trades, and five periods of 1,800 hours each in air conditioning or refrigeration equipment servicing and installation.

In the electrician trade, the term of apprenticeship varies according to the branch. Apprentices in the construction electrician and maintenance electrician branches must complete five periods of 1,800 hours each. An apprentice who holds a Secondary School Graduation Diploma, Electrical General, will, however, be required to complete only four periods of training and instruction. In the domestic and rural electrician branch, the term of apprenticeship is four periods of 1,800 hours each.

In the motor vehicle repairer trade, the term of apprenticeship varies also according to the branch. An apprentice in the motor mechanics branch must complete five periods, and an apprentice in either the body repairer branch or the electrical system repairer and fuel system repairer branch must complete four periods of training and instruction. An apprentice in the motor mechanics branch, or the electrical system repairer and fuel system repairer branch, who holds a Secondary School Graduation Diploma for Auto Mechanics, General, will be required to complete only three periods. In the body repair branch of the trade, the term of apprenticeship will also be reduced to three periods if the apprentice has a Secondary School Graduation Diploma for Auto Mechanics, Body Repair.

The minimum educational requirement for an apprentice bricklayer is Grade 8 or equivalent. In the other trades, apprentices must have Grade 10 or its equivalent, which is the standard set in the general apprenticeship regulations described above.

In seven trades, the ratio of apprentices to journeymen differs from that set in the general regulations. In the cooking trade, the ratio is one to two; in the carpentry, air conditioning or refrigeration equipment servicing and installation, and watch repairer trades, it is one to five; and in the bricklaying, masonry and plastering trades it is one to eight.

Seven of the trade rules also fix minimum wage rates that differ from those set in the general regulations. In the barber trade, the minimum is 50 per cent of the journeyman's rate during the first period of training and instruction, 70 per cent during the second, and 90 per cent during the third. The percentages are 40, 70 and 90 in the hairdressing trade; and 50, 65 and 80 in the cooking trade. In the carpentry trade, the minimum starting rate for apprentices is 40 per cent of the journeyman's rate, increasing to 50 per cent during the second period, 60 per cent during the third, and 80 per cent during the fourth. In the watch repairer trade, the minimum is 30 per cent of the journeyman's wage during the first period, 40 in the second, 50 in the third and 70 per cent in the fourth.

In the electrician and motor vehicle repairer trades, the rates depend on whether or not the apprentice has been allowed time credits for previous education. In the electrical trade, an apprentice who is serving a normal term of apprenticeship must be paid at least 30 per cent of the journeyman's rate during the first period, with increases to 40 per cent during the second, 50 per cent during the third, 70 per cent during the fourth and 80 per cent during the fifth period. An apprentice in either the construction electrician branch, or the maintenance electrician branch of the trade who is required to complete only four periods of training and instruction must be paid 40 per cent of the journeyman's wage during the first period, 50 per cent during the second, 70 per cent during the third and 80 per cent during the fourth period.

In the motor vehicle repairer trade, the minimum is 50 per cent of the journeyman's rate during the first period, increasing by 10 per cent in each subsequent period to 90 per cent in the fifth period. In the case of an apprentice in any of the three branches of the trade whose term has been reduced to three periods, the percentages are 70, 80 and 90, respectively.

Barber and Hairdressing Schools

The regulations governing barber schools and hairdressing schools, O. Reg. 268/64, and 273/64, have a number of provisions in common.

One provides that no student may be enrolled unless he is at least 16 years of age and has completed Grade 10 or the equivalent. The licensee must also notify the Director and pay the required enrolment fee. In addition, he must file an executed copy of the contract with the Director, together with a doctor's certificate stating that the applicant for enrolment is free from any communicable disease.

The period of training in a barber or hairdressing school must be at least 1,200 hours, unless otherwise approved by the Director. An exception is also made for a person holding a certificate of qualification.

A barber or hairdressing school must employ at least one instructor for each 10 students attending the school. Every instructor must be the holder of a subsisting certificate of qualification in the applicable trade for at least three years and be a graduate of an approved teacher-training course.

Ontario Loggers' Safety Act, 1962-63

The Ontario Loggers' Safety Act, 1962-63, which was designed to ensure safe working conditions in the logging industry, was proclaimed in force effective November 20, 1964, and the first regulations were gazetted on December 12.

The regulations (O. Reg. 317/64) lay down a number of general safety rules, some of which place the onus on the operator of the logging camp and others on the individual logger. They also set out specific requirements for haul roads, power saws, vehicles and machines. There are also special rules governing operations such as felling, skidding, the loading and unloading of logs, and the transportation of workmen. In addition, the regulations require special precautions to be taken when loggers are working over water.

General Rules

Before logging operations are begun, every operator must now file a notice with the local officer, that is with the officer employed in the administrative region or district of the Department of Lands and Forests. Among other details, the operator must give the location of his logging camps, the number of men to be employed and the name of the supervisor in charge of the operation. A further notice must be filed if operations continue beyond the 31 of March next following the date of the original notice.

It is also mandatory for the operator to post on a building used by his loggers, or if there is no such building, in a sheltered place frequented by them, a notice containing the name, address, and telephone number of the local officer.

Every operator must appoint one or more competent persons to act as supervisor or supervisors.

The primary responsibility for seeking that logging camps and work-sites are safe also rests with the operator. He must provide adequate artificial light during darkness, he must see that trails are kept clear of obstructions, that icy pathways within a logging camp are sanded, and that any platform on which a logger stands during the loading of logs has a surface that provides a firm footing for the logger. In addition, the operator must ensure that the provisions of the Mining Act governing the handling, use and storage of explosive materials (Sections 211 to 257) are observed. When in use, cranes, booms, gin poles and similar equipment must be inspected at least once a day and any defects reported to the operator.

Some responsibility for on-the-job safety also rests with the individual logger. No logger may climb or work under a lodged tree, nor may he leave any equipment or device used in logging in a manner that might endanger his own safety or that of another person. A logger must always wear a safety hat whenever he is working in a place where he might be endangered by flying or falling objects.

Haul Roads

It is the operator's duty to see that every haul road, bridge and log dump is constructed and maintained so as to ensure the safe operation of vehicles. Curbs at least six inches high must be installed on every bridge on a haul road, and there must be by-passes or turnout spaces sufficient to permit vehicles to pass safely. Adequate warning signs must also be erected.

Felling

Specified precautions must be taken with respect to felling operations. The operator must ensure that no person other than the logger doing the work enters the area of felling. Before a live or sound tree is felled, dead, broken or rotted limbs or trees that are a hazard to loggers in the vicinity of the work-site must be felled or lowered safely to the ground, unless moving them would create an even greater hazard.

Certain other safety rules are to be observed by every logger engaged in felling operations. Before starting, a logger must see that all other loggers are clear of danger and when felling a tree, he must give adequate vocal or other warning to other loggers in the vicinity. He may not use a saw for bucking—sawing a felled tree—until all materials and objects are cleared from the travel of the saw.

Power Saws

The responsibility for the safe operation of power saws rests mainly with the individual logger. Every power saw must be maintained in a safe working condition by the logger using it. When starting a power saw, a logger must hold it in the prescribed manner and must never operate it above the level of his shoulders. A safety-type container must be used for fuelling a power saw. The regulations further stipulate that a power saw may not be fuelled when it is at a temperature that might result in ignition of the fuel during or after fuelling. A logger is also required to have a fire extinguisher readily available when operating a power saw.

Skidding and Loading

Subject to the Crown Timber Act and regulations, adequate space must be cleared of snags and trees at a landing, log dump or loading area. When skidding a log—moving it—a logger must not raise the log to a height that might endanger the driver of the vehicle moving the log, or that might cause a vehicle to up-end or overturn. He must always use a chain or cable when skidding a log on a downgrade. A logger may not engage in the loading and unloading of logs unless he has an unobstructed view of the landing and of the vehicle being loaded and unloaded, and he must always stand at one end of the logs.

Vehicles

The owner of a vehicle used in logging must ensure that the controls are located so that the driver has an unobstructed view of any logging operation being performed, and that the vehicle is in good repair and is kept in a safe operating condition.

Vehicles must be provided with the prescribed safety devices. The rear window of the cab of a truck must have a guard adequate to protect the occupants of the cab from a shifting load. Every vehicle equipped to lift a load above the driver's head when he is sitting in the proper seat, and every tractor or other vehicle, except a truck, used to move trees or logs, must have a steel canopy adequate to ensure the driver's protection from falling or flying objects, or his safety if the vehicle overturns. A winch on a vehicle or machine must have a guard adequate to protect the logger operating the vehicle or machine from flying cables, hooks, or other objects.

The operator must ensure that a truck or vehicle used for the hauling of logs is equipped with a substantial bulkhead installed behind the cab. The bulkhead must be at least three inches higher, and six inches wider than the cab, and be so constructed as to be capable of resisting safely any impact or load to which it may be subjected.

The owner of a truck or trailer used for hauling logs, and designed to unload the logs by means of the release of stakes, must ensure that the stakes cannot be released except by a safe tripping device that can be operated only from a safe location.

The regulations also lay down certain operating rules for vehicles used in logging. Only a person authorized by the owner or operator may start or operate a tractor or any other vehicle. No logger may ride on a tractor or similar vehicle except in the seat provided for the purpose. Except in emergencies, not more than two persons may occupy the cab of a truck. Unless acting under the direct orders of the supervisor, a logger must not remain in the cab of a vehicle while it is being loaded or unloaded. Riding on logs or other materials loaded on a vehicle is also forbidden, unless authorized by the supervisor.

A vehicle must be so loaded and the load so secured that no part becomes dislodged or falls off during transit. A driver must test the brakes immediately before leaving the loading area.

A dump box, bulldozer blade or any other mechanically-operated attachment to a vehicle must be securely blocked when it is elevated for repairs or greasing, and when not in use it must be lowered to a safe rest position. No logger may operate a vehicle on a haul road or work-site during darkness unless the vehicle is carrying in a conspicuous position adequate lighted lamps.

Transportation of Workmen

Special rules apply to vehicles used to transport workmen. The part of a vehicle in which loggers are transported must be enclosed, and must have a sufficient number of seats. It must be provided with adequate and safe interior lighting, as well as adequate and safe heat and ventilation. There must also be a signal device that provides communication between the loggers and the driver. In addition, it must be equipped with racks for tools, and the operator must ensure that the loggers place their tools in these racks.

If a vehicle is transporting workmen, inflammable liquids may not be placed in the enclosed part in which loggers are seated, nor may they be carried on other parts of the vehicle except in safety-type containers.

Machinery

Special precautions must be observed in a machine shop, blacksmith shop, garage or similar shop used in logging that is outside the scope of the Industrial Safety Act, 1964 or the regulations issued under that Act.

The operator is responsible for seeing that machines are provided with the prescribed safety devices. Every power-driven machine must be equipped with a readily accessible emergency stopping device. All exterior moving parts of machinery with which a logger may come in contact must be effectively guarded. Every power-driven grinding wheel, buffing wheel or cutting wheel must be provided with a guard that protects the logger operating the machine from flying particles, and that has an adequate transparent vision panel. In addition, the operator must ensure that a grinding wheel or similar wheel is not operated at a speed in excess of that recommended by the manufacturer.

(Continued on page 184)

Monthly Report on Operation of the Unemployment Insurance Act

On November 30, claimants for unemployment insurance benefit were 30,000 fewer than at same time the year before. Decline from one year earlier occurred entirely among male claimants

Claimants for unemployment insurance benefit on November 30 totalled 274,500, an increase of 60,000 over the October 30 total but 30,000 below the 300,000 recorded on November 29, 1963.

Most of the October-to-November increase occurred among males, who numbered 186,900 on November 30, compared with 138,800 on October 30. But males accounted also for the total decline from November 1963, as the number of female claimants rose slightly.

An increase among male claimants is usual at this time of year. But the proportion of males among the total claimants, 68 per cent on November 30, is lower than the 72 per cent at this date last year.

At the end of November, 3,157 claimants had qualified under the seasonal benefit provisions. Of this number, 2,546 were males and 611 were females. On November 30 the year before, 2,457 males and 588 females had qualified, for a total of 3,045 claimants.

Initial and Renewal Claims

A total of 169,000 initial and renewal claims were filed during November, compared with 120,900 in October and 189,400 in November 1963.

Initial claims, representing new cases of unemployment, accounted for about 90 per cent of the month's increase, compared with 84 per cent of the rise over the same period in 1963.

Initial claims rose to 119,500 in November from 75,100 in October. Renewal claims numbered 49,400 in November, up from 45,800 in October.

Thus the number of initial claims received in November was almost 60 per cent above the October total, whereas for renewal claims the increase was less than 10 per cent. In 1963 these percentages were 60 per cent and 22 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during November was estimated at 150,500, compared with 127,300 in October and 189,400 in November 1963.

Benefit payments totalled $14,600,000 in November, up 14 per cent from $12,800,000 paid out in October, but down 5 per cent from the November 1963 total of $15,500,000.

The average weekly payment was $24.33 for November, $24.03 for October and $23.98 for November 1963. Increased average payments for November reflect the higher proportion of male claimants.

Insurance Registrations

On November 30, insurance books or contribution cards had been issued to 4,885,942 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 341,141, an increase of 366 since October 31.

Enforcement Statistics

During November, 8,901 investigations were conducted by enforcement officers across Canada. Of these, 6,076 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 347 were miscellaneous investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 166 cases*, 66 against employers and 100 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 712*.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled $33,298,238.84, compared with $31,759,105.34 in October and $30,336,617.41 in November 1963.

Benefits paid in November totalled $14,646,798.42, compared with $12,841,420.06 in October and $15,467,325.53 in November 1963.

The balance of the fund on November 30 was $75,402,411.24. On October 31 there was a balance of $56,750,970.82; on November 30, 1963, a balance of $56,134,336.10.

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

90169—6

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2417, August 25, 1964

Summary of the Main Facts: The claimant, a tool maker, who had worked for — Company since 1957, lost his employment on March 2, 1964, under the following circumstances:

The employer and the union had a bargaining agreement that was to expire on December 31, 1964. At noon on Monday, March 2, 1964, the hourly rated employees attended an emergency meeting that had been called by an official of the union. The purpose of the meeting was to consider the question of grievance procedure, because the union was not satisfied with the company's processing of an outstanding grievance.

The meeting did not break up at 12.30 p.m., the end of the lunch period, and the employees did not clock back in until 1.20 p.m., thereby being 50 minutes late in returning to work (the lunch period was 12.00 noon to 12.30 p.m.). After working about 10 minutes, or at approximately 1.30 p.m., the employees were told to shut down their machines.

Then 18 of the 21 employees in the bargaining unit were handed their dismissal notices at 2.20 p.m., at which time they were told to clock out. According to the record, this step was taken by the management because it was the second time since the first of the year that such an incident had occurred.

On leaving the plant at 2.20 p.m., the employees set up picket lines at the entrances of the company's premises. The file mentions that the picket lines were set up to protest the action of the employer in dismissing them and also to show their desire to return to work, the employees contending that the employer would not permit their return to work.

The insurance officer disqualified the claimant and suspended benefit from March 2, 1964, on the ground that he had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed, said disqualification to remain in effect for as long as the stoppage of work continued (section 63 of the Act).

On March 31, 1964, the following memorandum of settlement was reached between the employer and the union:

1. All employees who were given discharge notices on the 2nd and 3rd days of March 1964 shall be deemed to have been laid off and not discharged and shall be recalled to work effective 8.00 a.m., Thursday, April 2nd, 1964.

2. All other laid off employees on the seniority list shall be recalled when required by the Company in accordance with the provisions of the Collective Agreement, whether or not they were recalled during the period between March 2nd and March 31st, 1964.

3. The grievances which were pending on March 2nd, 1964, shall be processed to a conclusion normally and in accordance with the Collective Agreement, but any action, application or proceeding instituted by either of the Parties to this memorandum in the Courts or elsewhere after March 2nd, 1964, and up to the date hereof shall be discontinued.

4. The foregoing shall be without prejudice to the Company's rights with respect to the Union or any employee and without prejudice to the rights of the Union or the employees with regard to any matter or thing which arose prior to March 2nd, 1964.

From the decision of the insurance officer, the claimant appealed to a board of referees on April 1, 1964, and stated:

. . . My appeal is based on the fact that I feel I was unjustly discharged on March 2, 1964, by — Company. I was willing at all times to return to work but was prevented by management from returning to work. I feel that with a proper explanation of the facts, the suspension should be lifted . . .

The board of referees, which heard the case on April 28, 1964, were unanimous in allowing the appeal. Their decision reads, in part:

. . . After considering the facts of the case, the board of referees unanimously agree that the management were in error when they refused to meet the international representative and the union committee on the Friday prior to the meeting and refused to clear up the grievances in accordance with the terms of the present agreement. When the men met on the Monday noon, they were in error in running 50 minutes late in getting back to work but in the unanimous opinion of the board, this meeting would not have taken place and this situation would not have developed had there been reasonable co-operation shown by management.

The board, therefore, unanimously agreed that the claimant did lose his employment by reason of a stoppage of work for which the Company was solely responsible, and to be fired because of being late was too severe a penalty. The board of referees unanimously agreed that the claimant was interested in the dispute and that he belonged to the grade or class of workers that were affected but that he was unjustly fired from the job because of being late for work. . . .

From the decision of the board of referees, the insurance officer appealed to the Umpire and said:

In the opinion of the Commission, the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying him under section 63 of the Act. . . .

This is a test (representative) appeal covering 17 other claimants who lost their employment under the same circumstances, and it is respectfully requested that these 17 other cases be joined with this appeal and that the decision be applied to the other 17 claims . . .

The insurance officer's grounds for appeal to the Umpire are:

1. The conclusions of the board of referees make it clear that it was satisfied there was a dispute in which this claimant was interested and that he lost his employment by reason of a stoppage of work. The board did not, however, conclude that the claimant had lost his employment due to a stoppage of work attributable to a labour dispute.

2. There appears to be no disagreement as to the material facts of this case . . . These facts make it clear that the employees were dissatisfied with the grievance procedure and the delay on the part of the employer in processing an outstanding grievance. Manifestation of the dissatisfaction is demonstrated by the employees' failing to resume work until 50 minutes after the normal lunch period. The reaction of the employer was to shut down the operations and hand dismissal notices to the employees. It is submitted that such evidence is ample to establish that a labour dispute existed within the meaning of section 2(j) of the Act and it therefore follows that this claimant lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed. As such, his claim for benefit must be dealt with under section 63(1) of the Act and the onus is then on the claimant to prove entitlement to relief from disqualification under section 63(2) of the Act.

3. The evidence shows that the claimant, a tool maker, is a member of the bargaining unit covered by the collective agreement, that his conditions of work stood to be affected by the outcome of the dispute and that he attended the emergency meeting called by the union which extended some fifty minutes beyond the lunch period. It follows, therefore, that he is unable to prove that he was not directly interested in or participating in the labour dispute which caused the stoppage of work.

4. The board was influenced by the merits of the dispute. It is submitted that under the Unemployment Insurance Act the merits of a labour dispute are irrelevant (CUBs 570, 1142, 2224). The board was also influenced by the action taken by the employer to dismiss the employees. However, the fact that the employer had issued notices of dismissal is not necessarily conclusive evidence of a permanent separation, but is merely an incident occurring during the course of the dispute as part of the employer's strategy. This is a device which is not infrequently used in a labour dispute (CUBs 570, 1514). It is, of course, immaterial whether the stoppage of work was brought about by strike action by the employees or lockout action by the employer (CUBs 891, 1533).

5. It is respectfully submitted that the board of referees' decision should be reversed . . . .

The union requested an oral hearing before the Umpire, which was held in Toronto, Ont., on August 4, 1964.

Considerations and Conclusions: The board of referees, in effect, found as a fact, and there is ample evidence to justify such finding, that the claimant had lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed and that he was interested in the dispute inasmuch as he belonged to a grade or class of workers which stood to be affected by the outcome of that dispute.

Having reached that conclusion, the board of referees was bound in law to maintain the disqualification which had been imposed on the claimant under section 63(1) of the Act, and the board should have done so irrespective of the merits of the dispute and of the fact that the stoppage of work was brought about by the employer's action. As can be seen in the insurance officer's grounds of appeal, there is ample jurisprudence on those points.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Decision CUB 2422, Sept. 24, 1964

Summary of the Main Facts: The claimant, registered as a typist, made an initial claim for benefit on 15 August 1963, effective 11 August 1963, stating that her last employment had been from April 1963 to 19 July 1963. At the time of her claim, she indicated that she was available for work only in the area bordered by Bathurst, Dufferin and Lawrence Streets, and between the hours of 9 a.m. and 3.30 p.m., stating "these are the hours I worked here previously. I worked for — mainly the same hours, places close to home." The local office commented that opportunities of employment were limited in view of the claimant's restrictions.

The claim was allowed on the ground that the claimant should be given a reasonable period of time in which to seek other employment, under her restricted conditions, as she had previously worked under these conditions.

Her regular benefit period terminated when she exhausted her entitlement in week commencing 26 January 1964, and a seasonal benefit period was established effective 2 February 1964, on a continuing initial claim (form 529A) which she filed on 16 March 1964.

In the course of her claim, she drew full benefit regularly until the week commencing 5 January 1964, as she reported no employment and no earnings affecting her entitlement.

Her weekly reports on her claim showed some temporary work in the weeks commencing 5 January 1964, for $48.00, 12 January 1964, for $10.50, 16 February 1964, for $31.00 and 23 February 1964, for $31.00. It was only during the week commencing 5 April 1964 that she apparently started to work in employment of a continuing nature, as she reported earnings of $10.00 for that week and earnings of about $48.00 for the succeeding weeks.

During an interview at the local office to verify the extent of her current availability, she declared on 9 March 1964 that she was able to work in the area north of Lawrence Street to Finch Street and from Yonge Street to Dufferin Street, at the hours of 9 to 3.30 or 4. The comments of the local office were that opportunities for employment were limited due to her restrictions. Her benefit was stopped from week commencing 8 March 1964, and her claim was submitted to the insurance officer for determination of her continued entitlement.

The insurance officer declared that she was disqualified for failure to prove availability for work because of her restrictions regarding area and hours of work.

The insurance officer's letter of 1 April 1964, notified her that this disqualification was effective from 2 February 1964, the effective date of the continuing initial claim she had filed on 16 March 1964, but a further letter dated 16 April 1964 amended the date of the commencement of the disqualification to 8 March 1964, as the claimant had already been paid benefit for the weeks preceding 8 March and her claim had been submitted to the insurance officer, by the local office, on the availability question, only from 8 March 1964.

On April 3, 1964, the claimant appealed to a board of referees on the following grounds:

. . . On my numerous visits to the Employment Office I mentioned the travelling time it took from my home to downtown, approx. 1½ hours. I was never told I must take a job in the downtown area or I'll be disqualified. I was shocked to receive a letter saying I was disqualified on those grounds. Also on the matter of hours, they asked me and I told them I would prefer 9-3.30-4. No one said you must work other hours or I'll be disqualified on these grounds. I think it was unfair to suddenly be disqualified. I was never offered a job downtown or given other hours . . . .

On April 10, 1964, the employment officer of the local office commented: "At this time we do not have part-time employment to offer in the area desired."

The claimant was not present at the hearing of her case by the board of referees on May 4, 1964, nor was she represented. The majority of the board dismissed the appeal.

The dissenting member expressed the opinion that the evidence regarding the claimant's availability "was based on certain leading questions" which should not have been asked by the placement officer because such questions placed the claimant "in a position for possible disqualification." The dissenting member added: "It is therefore obvious that there has been no proven unavailability for work, but there has been preference asked for and received by the Placement Officer . . . ."

On May 16, the claimant appealed to the Umpire.

In his statement of observations, the Chief of the Adjudication Division of the Commission commented:

. . . By stating that "there has been no proven unavailability for work" the dissenting opinion expressed by one member of the board of referees appears to reverse the burden of proof of availability which the Act specifically places upon the claimant in section 54. The dissenting opinion also appears to blame the local office for asking the claimant to state the area and hours she wanted. The local office has a duty to verify from time to time the extent of the claimant's availability, as demonstrated by the conditions under which she sincerely desires and seeks to obtain employment.

It is submitted that the claimant was given much more than a reasonable time to explore the possibilities of the labour market for employment to her liking and under the restricted conditions which she desired. During the period of about eight months prior to 8 March 1964, that she was allegedly looking for employment under these conditions, she was unable to obtain such desired employment for more than on a very casual or temporary basis, such as about one week and one day in January 1964 and two part weeks in February 1964 . . . .

Considerations and Conclusions: Section 54(2)(a) of the Act places on a claimant the onus of proving that he is available for work on "every day" for which he is claiming benefit.

The instant claimant was registered for employment as a typist and it would seem that if, in a city the size of Toronto, the said claimant was for such a long period of time unable to find steady work in that occupation, it must, in absence of evidence to the contrary, be attributed to the restricted conditions under which she allegedly wished to work.

In view of the foregoing, I decide to confirm the majority decision of the board of referees and dismiss the claimant's appeal.

Monthly Report of Placement Operations of the National Employment Service

Placements reported during December reach highest total for that month since 1942. Cumulative total for year, almost one million and a quarter, was second highest of postwar years

Placements reported by local offices of the National Employment Service during December 1964 numbered 117,200. This was the highest total for that month since 1942, and 11.7 per cent above the number last December. It was also 27.7 per cent above the average for December during the previous five years.

Regional distribtuion of the month's placements, with percentage change from December 1963:

Atlantic	9,000	+ 7.3
Quebec	38,500	+18.5
Ontario	35,300	+ 5.2
Prairie	20,800	+11.4
Pacific	13,600	+15.1
Canada	117,200*	+11.7

Regular placements, i.e., in employment with a duration of more than six working days, numbered 91,700 in December and accounted for most of the increase over the previous year. Of December's placements, 78.3 per cent were the "regular" category, compared with 77.7 in the same month in 1963. This continued a trend that existed through most of 1964.

Placements for Year

Placements for the year approached the million and a quarter mark. The total of 1,241,100 was 5.3 per cent above the number reported in 1963 and was the second highest of the postwar years.

Male placements during December amounted to 76,500, which was 16.0 per cent above the figure for December a year ago. This increased demand for male workers was apparent in all regions, but was most marked in Quebec.

During the 12 months of 1964 a total of 845,700 males were placed in employment by the NES. This was 7.0 per cent higher than the figure reached in 1963. All regions exceeded the level of the previous year.

Placements of women numbered 40,700 in December, a 4.5-per-cent increase over the December 1963 total. All regions except Quebec reported increases in the number of women placed, and in that region the decrease was minor and reflected a slightly lower demand for casual workers.

More than 395,000 female placements were made during 1964; this was 2.0 per cent above the total in 1963.

In December, 2,900 placements involved the movement of workers from one area to another. This was almost 200 more than in December of last year but as a proportion of all placements was slightly below the year-earlier figure. Movements of workers were preponderantly in the Ontario and Quebec Regions: Ontario recorded half the monthly transfers and the Quebec Region just under 30 per cent.

The cumulative total of such transfers during 1964 numbered 57,300, compared with 62,300 in 1963, and only in the Pacific Region was the number greater than last year.

Vacancies

Some 118,900 vacancies were notified by employers to NES offices during December, an increase of 11.2 per cent over the number in December a year ago and a figure 25.6 per cent above the December average for the last five years. Vacancies for men, at 77,500, accounted for the greater part of the increase and reflected a stronger demand for male labour in all regions. Requirements for female workers were higher in all regions except the Atlantic, where vacancies were almost 4 per cent lower than in December of last year.

Vacancies notified during 1964 reached a total of 1,560,800,the greatest number since the end of World War II. All regions reported year-to-year increases and the national total rose 7.9 per cent over the number notified in 1963.

* Imbalances in national cumulative and monthly totals are due to rounding.

Wage Schedules Prepared and Contracts Awarded in December

Works of Construction, Remodelling, Repair or Demolition

During December, the Department of Labour prepared 180 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 195 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 146 contracts not listed in this report, which contained the General Fair Wages Clause, were awarded by Central Mortgage and Housing Corporation and the Defence Production, Public Works and Transport Departments.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	123	$689,817.00
Post Office	17	609,509.40
Public Works	6	56,822.22
Royal Canadian Mounted Police	3	164,627.50
Transport	1	6,200.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in December

During December, the sum of $18,760.76 was collected from 12 contractors for wage arrears due to their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 554 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in December

DEPARTMENT OF AGRICULTURE

Lennoxville Que: Lord & Burnham Co Ltd, supply & erection of additions to greenhouses, research station. *Ottawa Ont:* Coady Construction Ltd, erection of prefabricated metal storage bldg for plant research institute.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Frankel Structural Steel Ltd, erection of structural steel & steel roof deck, Bldg 457; Wm Bielecki, masonry work, Bldg 457.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: G A Legault, installation of garbage storage rooms, Villeray Terrasse; Lakeside Construction Co, replacement of stair hall windows, Villeray Terrasse; C Howard Simpkin Ltd, installation of electrical heating, Le Domaine; Deschenes & Perreault, insulation & finishing of basement area, Le Domaine. *Montreal Area Que:* Vallieres & Cusson Enrg, interior painting of apts, Benny Farm; Vallieres & Cusson Enrg, interior painting of apts, St George Gardens & Place Gouin; Vallieres & Cusson Enrg, interior painitng of apts, Terrace Montenach & Place St Louis; Vallieres & Cusson Enrg, interior painting of apts, Le Domaine & Pavillon Mercier; Vallieres & Cusson Enrg, interior painting of apts, Jardins Bellerive; Tousignant Decorator Co, interior painting of apts, Cloverdale Park; Tousignant Decorator Co, interior painting of apts, Park Royal; Tousignant Decorator Co, interior painting of apts, Terrasse Belleville; Tousignant Decorator Co, interior painting of apts, Blvd Pie IX, Rosemount & Terrasse St Michel; Tousignant Decorator Co, interior painting of apts, Delmar Court; Gerard Ledoux Enrg, interior painting of apts, Villeray Terrasse & Ville d'Anjou. *Pierrefonds Que:* Jos Vincent, installation of laundry facilities, Cloverdale Park. *Vancouver B C:* B A Blacktop, site improvement & planting, HECL "A" Vancouver Terraces.

In addition, this Corporation awarded 60 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Labreche & Freres Inc, reroofing & additions to Obedjiwan day school. *Oka Indian Agency Que:* Henri Cousineau & Fils Inc, construction of community wells, reserve. *Blackfoot Indian Agency Alta:* Campbell P Evans, construction of road, reserve. *Edmonton Indian Agency Alta:* Albrecht Construction Ltd, construction of road & supply & installation of culverts, Alexander reserve; G C McLeod & Co Ltd, construction of roads, sewage & water facilities, Stoney Plain Reserve 135. *Yukon Indian Agency Y T:* Moore & Co Ltd, lighting improvements, Carcross residential school.

DEFENCE CONSTRUCTION (1951) LIMITED

Melville Nfld: J W Lindsay Construction Co Ltd, construction of dormitory. *Cornwallis N S:* Willis Trimper, replacement of electrical services to married quarters, HMCS *Cornwallis. Dartmouth N S:* Cambrian Construction Ltd, construction of workshop addition to hangar 3, RCN Air Station *Shearwater. Greenwood N S:* Planned Renovators Ltd, interior painting of married quarters, RCAF Station. *Halifax N S:* Blunden Supplies Ltd, interior alterations to Bldg D17, HMC Dockyard. *Shearwater N S:* Banfield & Miles Ltd, interior painting of married quarters, RCN Air Station. *Camp Gagetown N B:* Maritime Insulation Ltd, acoustic treatment of drill hall; Planned Renovators Ltd, interior painting of bldgs: S R Shears & Sons Ltd, interior painting of married quarters. *Chatham N B:*

Byron MacDonald, interior painting of married quarters, RCAF Station. *Moisie Que:* Alsco Distributors of Eastern Ontario Ltd, supply & installation of metal windows, RCAF Station. *St Hubert Que:* Conrad-Rawlinson Ltd, interior painting of married quarters, RCAF Station. *Downsview (Toronto) Ont:* Gardiner-Wighton Ltd, construction of an extension to DRML Bldg 1. *Petawawa Ont:* Boldt Electric Co Ltd, rewiring bldgs in camp. *Rockcliffe Ont:* Art Gaudreau Ltd, interior painting of married quarters, RCAF Station. *Toronto Ont:* John T Russell Electric Ltd, rewiring Bldg 3. *Trenton Ont:* Alsco Distrbutors of Eastern Ontario Ltd, supply & installation of metal windows, RCAF Station; Miron-Wiggers Construction Ltd, replacement & refinishing of floors, Bldg 38, RCAF Station. *Shilo Man:* Nu-Way Decorating Co, interior painting of camp bldgs. *Winnipeg Man:* Hay Decorating Co Ltd, interior painting of married quarters, Fort Osborne barracks. *Regina Sask:* Sun Electric Ltd, rewiring & relighting armoury & garage. *Ralston Alta:* LBN Drilling Co Ltd, drilling gas wells, etc.

DEPARTMENT OF DEFENCE PRODUCTION

Aldershot N S: Wylie P Hazelwood Ltd, interior painting of bldgs, camp. *Cornwallis N S:* Bay Crest Ltd, supply & erection of prefabricated steel bldg & installation of diesel generator set, Bldg 72, HMCS *Cornwallis:* Wylie P Hazelwood Ltd, interior painting of married quarters, HMCS *Cornwallis. Greenwood N S:* Valley Plumbing & Heating Ltd, supply & installation of air compressor, Hangar 9. *Halifax N S:* James F Lahey Ltd, interior painting of bldgs, HMC Dockyard. *Campbellton N B:* Alfred La Violette, renovations & painting of armoury. *Montreal Que:* Air Cooling Corp, installation of air conditioning system, electrical & plumbing work, Works Coy 4, RCE. *Cornwall Ont:* Warren Bros, interior painting of armoury. *Downsview Ont:* Lux Painting Co, interior painting of married quarters, RCAF Station. *Kingston Ont:* Amherst Painting & Decorating, interior repainting of armoury; Joice-Sweanor Electric Ltd, installation of centralized alarm system, Canadian forces hospital. *Lakeview Ont:* Conrad-Rawlinson Ltd, interior cleaning & painting of warehouses, Regional Ordnance Depot 15. *Pembroke Ont:* Edward Biederman, interior painting of Armoury. *Timmins Ont:* Latour Painting & Tile Ltd, interior washing of walls, ceilings, etc, Armoury. *Toronto Ont:* W G Price, replacement of stoker in boiler 1, Personnel Depot 6, Sunnybrook Park. *Gimli Man:* Stan's Painting & Decorating, interior painting of barrack blocks & quarters, RCAF Station; Gimli Construction Co Ltd, replacement of door channels & concrete apron approaches to hangars 1 & 2, RCAF Station. *Regina Sask:* Smith Bros & Wilson Ltd, roofing & miscellaneous carpentry, Bldg R19; Hilsden & Co (1963) Ltd, demolition & removal of roof & supply & installation of room trusses, Bldg R19. *Wainwright Alta:* Alphs' Decorating Ltd, interior painting of Bldg 52, camp. *Comox B C:* J H McRae Co Ltd, installation of nine poles with guys, etc, tower 2, RCAF Station. *Esquimalt B C:* Mawson Gage Ltd, replacement of light fixtures, Bldg 215, HMC Dockyard. *Victoria B C:* Luney Bros & Hamilton Ltd, construction of Laboratory Bldg 4, Royal Roads.

In addition, this Department awarded 46 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: Nivose Ltd, construction of refrigeration plant for cold storage warehouse, Section 23. *Vancouver B C:* Burns & Dutton Construction (1962) Ltd, construction of vehicular bridges between upper floors, Ballantyne Pier sheds.

DEPARTMENT OF PUBLIC WORKS

Blackhead Nfld: Saunders Howell & Co Ltd, wharf repairs. *Bloomfield Nfld:* H Drover & Co Ltd, construction of post office bldg. *Burgeo Nfld:* Saunders Howell & Co Ltd, construction of federal bldg. *Clarenville Nfld:* Diamond Construction (1961) Ltd, construction of marine dry dock facility, side transfer & fitting-out wharf. *Conche Nfld:* H V Randell Ltd, construction of post office bldg. *Green's Harbour Nfld:* Saunders Howell & Co Ltd, wharf repairs. *Heart's Delight Nfld:* Eleazer Crocker, construction of post office bldg. *Hermitage Nfld:* H V Randell Ltd, construction of post office bldg. *Lethbridge Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Little Harbour Nfld:* Benson Builders Co Ltd, wharf repairs. *Lower Island Cove Nfld:* Canning & Butler, construction of post office bldg. *Lumsden South Nfld:* Beaton Abbott, slipway extension. *New Harbour Nfld:* Eleazer Crocker, wharf repairs. *Placentia Nfld:* Power Construction Ltd, wharf repairs. *Point Rosie Nfld:* Kevin Power, construction of fishermen's wharf. *Pouch Cove Nfld:* Canning & Butler, construction of post office bldg. *Recontre West Nfld:* Roberts Bros, wharf extension; Power Construction Ltd, wharf reconstruction. *St John's Nfld:* Stott Aluminum Corp, supply & installation of aluminum storm windows, Bldgs 301, 302, 303, 306 & 102. *St Joseph's Nfld:* Glen Construction Co Ltd, construction of protection work. *Sop's Arm Nfld:* Guy Eveleigh,

improvements (wharf). *Machon's Point P E I:* Norman N MacLean, construction of landing. *Miscouche P E I:* Fitzgerald & Snow Bldg Contractors Ltd, construction of post office bldg. *North Rustico P E I:* MacLeod Bros, construction of post office bldg, *St. Peter's Bay P E I:* Town & Country Construction, construction of post office bldg. *Summerside P E I:* Square K Construction Co Ltd, industrial park development (water & sewer services). *Brooklyn N S:* Acadia Construction Ltd, breakwater repairs. *Caledonia N S:* Mosher & Rawding Ltd, extension to post office bldg. *Cheticamp Beach N S:* Colin R MacDonald Ltd, wharf construction. *Crescent Beach N S:* Mosher & Rawding Ltd, beach protection repairs. *Englishtown N S:* McIsaac, McIsaac & McLennan, construction of post office bldg. *Halifax N S:* John E Mahar & Son Co Ltd, installation of fire alarm system, federal bldg; James F Lahey Ltd, interior painting of federal bldg. *Hunt's Point N S:* Mosher & Rawding Ltd, breakwater repairs. *Little Brook N S:* Austin Cottreau, construction of post office bldg. *Marion Bridge N S:* Leonard Construction Co Ltd, construction of post office bldg. *Plympton N S:* B A Alcorn, construction of post office bldg. *Saulnierville N S:* Austin Cottreau, construction of post office bldg. *West Berlin N S:* Acadia Construction Ltd, breakwater repairs. *Weymouth N S:* Belliveau Supplies Co-Op Ltd, alterations & addition to post office bldg. *Wine Harbour N S:* Colin R MacDonald Ltd, breakwater improvements. *Apohaqui N B:* Fowler Bros Bldg Contractors Ltd, construction of post office bldg. *Back Bay N B:* Fundy Contractors Ltd, construction of post office bldg. *Balmoral N B:* L D Dimock Co Ltd, construction of post office bldg. *Belleisle Creek N B:* Fowler Bros Bldg Contractors Ltd, construction of post office bldg. *Douglastown N B:* Connolly Construction Ltd, construction of post office bldg. *Hopewell Cape N B:* MacPherson Builders Ltd, construction of post office bldg. *Leonardville N B:* Price Construction (1964) Ltd, wharf repairs. *Loggieville N B:* Connolly Construction Ltd, construction of post office bldg. *Nash Creek N B:* L D Dimock Co Ltd, construction of post office bldg. *Petit Rocher N B:* Connolly Construction Ltd ,construction of post office bldg. *Richibucto Village N B:* Price Construction (1964) Ltd, wharf repairs. *Robertville N B:* Connolly Construction Ltd, construction of post office bldg. *Sackville N B:* J Heber Brown Ltd, extension to animal pathology laboratory for Dept of Agriculture. *St Francois de Madawaska N B:* O'Neil Pelletier, construction of post office bldg. *St Joseph N B:* MacPherson Builders Ltd, construction of post office bldg. *Shippegan N B:* Connolly Construction Ltd, installation of pipelines (industrial water supply). *Upper Kent N B:* Clumac Construction Ltd, construction of post office bldg. *White Head N B:* Morse & Fletcher, construction of post office bldg. *Alma Que:* Girard & Freres Enrg, interior transformations to federal bldg. *Batiscan Que:* Clement Dessureault, construction of post office bldg. *Grindstone Que:* J W Delaney Ltd, construction of laboratory & office for the Dept of Fisheries. *Hull Que:* Russ Wilson Co Ltd, alterations to incinerator & treatment tank, animal diseases research institute. *Lac Coulonge (Davidson) Que:* Charest Construction Co Ltd, wharf construction. *L'Annonciation Que:* Les Constructions Mercure Enrg, construction of post office bldg. *Montreal Que:* Leonard J Weber Construction Co, addition & alteration to postal station Cote St Luc; J J Shea Ltd, alterations to customs & excise bldg; Foresteel Industries Ltd, construction of ice control structure—Section 2, floating stop logs—Canadian Universal & International Exhibition. *Neuville Que:* D Gauvin Inc, construction of post office bldg. Sabrevois Que: O Coupal Inc, construction of post office bldg. *Ste Anne des Plaines Que:* Desjardins Asphalte Ltee, preliminary construction of road (Phase 1), penitentiary. *St Donat de Rimouski Que:* J Thomas Paradis, construction of post office bldg. *St Joseph de la Rive Que:* Esdras Boivin, construction of protection wall. *Stornoway Que:* Florent Rancourt, construction of post office bldg. *Arnprior Ont:* M Sullivan & Son Ltd, demolition of various bldgs, Civil Defence College. *Belle River Ont:* Ben Bruinsma & Sons Ltd, construction of post office bldg. *Campbelltown Ont:* Stellmar Contracting Co Ltd, wharf construction. *Little Current Ont:* P Harper & Co, wharf repairs. *Manitowaning Ont:* Nipissing Construction Co Ltd, construction of tourist wharf. *Ottawa Ont:* Normand Farquharson Ltd, installation of temporary plant for supply of steam to the Roxborough apts; Coady Construction Ltd, general alterations, RCMP headquarters bldg; Rowe Bros & Co (Canada) Ltd, alterations to metal partitioning, Dept of Finance Annex, Tunney's Pasture; Canadian Comstock Co Ltd, supply & installation of absorption machine for central heating plant, Confederation Heights; Coady Construction Ltd, installation of post office counter, cupboards & glazed screens, Centre Block, Parliament Bldgs; Que Window & Interior Cleaning Co Ltd (interior cleaning, Dept of Veterans Affairs & National Film Board bldg, Tunney's Pasture; Palmer-Levitan Ltd, demolition of Woods & Canadian Bldgs; J H Lock & Sons Ltd, refrigeration modifications, arctic room, Forest products Laboratory, Montreal road; A G Reed Ltd, supply & installation of buzzer system, Brooke Claxton Bldg, Tunney's Pasture. *Perch Creek Ont:* George L Dillon Construction Ltd, wall reconstruction. *Pointe au Baril Ont:* Carman Emery, wharf reconstruction. *Point Pelee Ont:* Dean Construction Co Ltd, construction of water level gauge station. *Richards Landing Ont:* Nipissing Construction Co Ltd, wharf repairs. *St Catharines Ont:* Antici Construction

Co Ltd, dredging, Henley regatta course (Phase 1), berm construction. *Toronto Ont:* Rapistan (Canada) Ltd, installation of mail handling conveyor, Postal Terminal A; Kamrus Construction Ltd, alterations to UIC bldg; Kamrus Construction Ltd, alterations to Arthur Meighen Bldg for Dept of National Health & Welfare. *Sifton Man:* Freiheit Construction Ltd, construction of post office bldg. *Big River Sask:* Little-Borland Construction Ltd, construction of federal bldg. *Eastend Sask:* Swift Construction Co Ltd, construction of federal bldg. *Eatonia Sask:* Knutson Construction Co Ltd, construction of post office bldg. *Kinistino Sask:* Shoquist Construction Ltd, construction of federal bldg. Morse *Sask:* Swift Construction Co Ltd, construction of post office bldg. *Quill Lake Sask:* Holterman Construction, construction of post office bldg. *Raymore Sask:* Holterman Construction, construction of post office bldg. *Sylvan Lake Alta:* Byrnes & Hall Construction Ltd, wharf repairs. *Lund B C:* Pacific Piledriving Co Ltd, breakwater replacement. *Vancouver B C:* Cain Truscott Contractors Ltd, construction of prover tank storage bldg. *Victoria B C:* H E Fowler & Sons Ltd, freight shed alterations, Ogden Point; Hume & Rumble Ltd, installation of fire alarm system, federal bldg.

In addition, this Department awarded 26 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Port Colborne Ont: R E Law Crushed Stone Ltd, paving of parking area & northerly entrance road to Lock 8, Welland Canal. *Port Weller Ont:* C A Pitts General Contractor Ltd, modification & reconstruction of lower west approach at Lock 1, Welland Canal twinning project.

DEPARTMENT OF TRANSPORT

Cape Race (Trepassey) Nfld: McNamara Construction of Nfld Ltd, construction of LORAN "C" transmitter station. *Deer Lake Nfld:* Trynor Construction Nfld Ltd, construction of airport security fencing. *Mill Village (Italy Cross) N S:* Mosher & Rawding Ltd, construction of bldg & fencing at boresight; Mosher & Rawding Ltd, construction of mast footings & guy anchors. *Saint John & Red Head N B:* J E Landry, modifications to electrical system, etc, airport & transmitter station. *Quebec Que:* Arno Electric Ltd, construction of entrance road & car park lighting, airport. *Grande Prairie Alta:* Turner & Son Bldg Contractors Ltd, extension to air terminal bldg, air circulation in public areas & related work, airport. *Rocky Mountain House Alta:* D L Guthrie Construction, construction of VOR counterpoise extension & related work. *Port Hardy B C:* A & H Construction Ltd, clearing flightway of Runway 10-28, airport. *Salt Spring Island B C:* Miller Cartage & Contracting Ltd, site preparations & access road construction for VOR installation at Mount Tuam near Ganges. *Vancouver B C:* Miller Cartage & Contracting Ltd, rehabilitation of east perimeter road, International Airport.

In addition, this Department awarded 14 contracts containing the General Fair Wages Clause.

Workmen's Compensation Board of Ontario

(Continued from page 124)

If training for a new job is needed, the workman will be assisted during the training period. If vocational training is advisable, any recognized agency whose services are indicated and desirable may be used with expenses paid by the Board. He will be assisted in finding suitable employment when training is completed.

To the man injured on his job, the W.C.B. has provided the services needed to help him become re-established.

But what of the person, who, through non-industrial illness or accident, is also faced with permanent disability? With the example of programs such as Ontario's, and with the experiences of rehabilitating the veterans of two world wars, the Government of Canada took action to assure that similiar services should be available to every citizen who requires them. The passing of the Vocational Rehabilitation of Disabled Persons Act laid the groundwork for the development of a comprehensive rehabilitation program for all Canadians.

PRICE INDEX

Consumer Price Index, January 1965

The consumer price index (1949=100) in January 1965 was 136.9, up 0.1 per cent from the December 1964 index of 136.8 and 2.0 per cent from the January 1964 index of 134.2. Five of the seven main components increased during the month, and two components, food and clothing, moved down.

The food index declined 0.5 per cent to 132.5 from 133.2. Price movements for foods were mixed, with higher prices for some fresh vegetables, including cabbage, potatoes, celery and carrots, for fats excluding butter, some dairy products, a few cereal products, selected meat cuts and chicken, some canned fruits and coffee. Offsetting lower prices were recorded for oranges, tomatoes, lettuce, steak, blade roasts, turkey and eggs.

The housing index rose fractionally (0.1 per cent) to 139.8, from 139.6 in December. Although rent was unchanged, tenant repairs rose slightly and the home-ownership component increased 0.5 per cent, mainly as a result of higher mortgage interest rates. The home furnishings component declined 0.7 per cent as prices were lower for most major appliances, floor coverings and some textiles. Slightly higher prices were recorded for some utensils and equipment and for most household supplies and services.

The clothing index declined 1.5 per cent to 119.2 from 121.0. Although slightly higher prices occurred for footwear and a few clothing articles, such as shirts, work trousers, wool dresses and women's suits, clothing prices generally were lower as a result of January sales for men's, women's and children's wear as well as for piece goods.

The transportation index increased 2.5 per cent to 146.3 from 142.7. Increased automobile insurance was the major factor moving the index, although minor gasoline price increases occurred in several cities in Ontario. Higher prices for both taxi and bus fares combined to move the local transportation component by 2.3 per cent.

The health and personal care index edged upward by 0.1 per cent as a result of minor price increases in some personal care items such as toilet soap and cleansing tissues. Other components remained unchanged.

The recreation and reading index increased 0.3 per cent to 154.0 in January from 153.5 in December. Mixed price changes moved the recreation component down 0.3 per cent as higher prices for television sets were off-set by reduced prices for radios and phonograph records. The reading component, however, moved up nearly 2 per cent as a result of higher prices for newspapers.

The tobacco and alcohol index edged fractionally higher to 121.7 from 121.6. The alcoholic beverages component increased 0.2 per cent as a result of slight price increases for both beer and liquor, while the tobacco component remained unchanged.

Group indexes in January 1964 were: food 131.4, housing 137.3, clothing 117.7, transportation 141.1, health and personal care 165.4, recreation and reading 152.1, tobacco and alcohol 118.5.

City Consumer Price Indexes, December 1964

Consumer price indexes (1949=100) increased in all ten regional cities from November to December. The movement varied from 0.8 per cent in Toronto to 0.5 per cent in Halifax and Vancouver, to 0.4 per cent in Winnipeg and Ottawa, and to 0.2 per cent in the remaining five cities.

Considerable variation was evident among the components of the indexes. The food indexes ranged from a decrease of 0.2 per cent in Edmonton-Calgary to an increase of 1.7 per cent in Toronto. The housing component was mixed, most changes falling between plus or minus 0.1 per cent, except in Winnipeg, where an increase of 0.7 per cent occurred. Mixed movements were recorded also for clothing, ranging from a decrease of 0.3 per cent in Montreal to an increase of 0.5 per cent in Saint John.

Transportation indexes were up between 1 and 2 per cent in nine cities but down 0.5 per cent in St. John's. The health and personal care indexes increased about 3 per cent in Ottawa and Toronto but elsewhere changes were minor. Recreation and reading indexes increased slightly in all cities except St. John's. The indexes for tobacco and alcohol were unchanged except for a very slight increase in Vancouver.

Regional consumer price index point changes between November and December were: Toronto +1.1 to 138.2; Halifax +0.7 to 132.5; Ottawa +0.6 to 137.2; Vancouver +0.6 to 133.7; Winnipeg +0.5 to 133.8; Saint John +0.3 to 135.1; Montreal +0.3 to 136.2; Saskatoon-Regina +0.3 to 130.5; St. John's +0.2 to 121.9*; Edmonton-Calgary +0.2 to 128.4

Wholesale Price Index, December 1964

The general wholesale index (1935-39=100)) rose to 246.0 in December, up 0.5 per cent from the November index of 244.7, and was 0.3 per cent above the December 1963 index of 245.3. Five major group indexes advanced, three declined.

*On base June 1951=100.

The vegetable products group index rose 2.8 per cent in December to 223.5 from the November index of 217.3, the chemical products group index advanced 0.5 per cent to 193.9 from 193.0, and the non-ferrous metals group index edged upward by 0.3 per cent to 212.3 from 211.6. Increases of 0.2 per cent or less were recorded for the following two major group indexes: animal products to 251.0 from 250.5; and iron products to 258.5 from 258.3.

The textile products group index declined 0.7 per cent to 245.8 from the November index of 247.6. The non-metallic minerals group index moved down 0.5 per cent to 189.9 from 190.8, and the wood products group index moved down 0.4 per cent to 329.6 from 330.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) rose 1.1 per cent to 220.4 from 217.9 in the three-week period ended December 24. The animal products index rose 0.4 per cent to 265.7 from 264.7, and the field products index increased 2.4 per cent to 175.1 from 171.0.

The price index of residential building materials (1935-39=100) rose 0.5 per cent in December to 331.9 from 330.2 in November. The price index of non-residential building materials (1949=100) was unchanged at 141.8.

U.S. Consumer Price Index, December 1964

The United States consumer price index (1957-59=100) rose 0.1 per cent in December to 108.8 from 108.7 in November. The December 1963 index was 107.6.

The December increase in the index was largely attributed to higher prices for fresh vegetables, gasoline and used cars.

The month's rise brought the total price increase in 1964 to 1.1 per cent, termed by the U.S. Department of Labor a "moderate advance."

Over the year, food was up 1.4 per cent, largely because of increases in coffee and potato prices. Housing costs rose 0.8 per cent, including a 6-per-cent rise in home insurance prices. Used car prices rose 2.8 per cent. Medical and dental services rose 2.8 per cent. Recreation costs were up 4.1 per cent.

British Index of Retail Prices, November 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 108.8 in mid-November, compared with 107.9 in mid-October and 104.0 in November 1963.

The index of food prices rose by slightly less than 1.5 per cent to 109.4 from 108.0 in October. Egg and bread prices rose. Prices of petrol and some newspapers also rose during the month.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Listed No. 196

Annual Reports

1. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1963.* Charlottetown, 1964. Pp. 21.

2. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Report of the 18th Annual Survey of Salaries and Wages, August 1964.* Regina, 1964. Pp. 15.

Business

3. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. 9th, 1964. *Management and Integrated Marketing.* Adelaide, Hyde Park Press, ltd., 1964. Pp. 39.

Talks on marketing and advertising given by three American professors.

4. AMERICAN MANAGEMENT ASSOCIATION. *The Changing Scope of Office Management.* New York, c1964. Pp. 47.

Contents: Managing the Office Services Function in a Modern Business Enterprise. Improving the Organization of Office and Administrative Operations. The Effect of the New Systems Technology on the Office Management Function. Paperwork Management. Focusing on Business Printing and Copying. Space Administration and Planning. Performance Standards for Clerical, Administrative, Technical, and Professional Personnel.

5. CANADA. DEPARTMENT OF LABOUR. SMALL BUSINESS MANAGEMENT TRAINING DIVISION. *Courses for Small Businessmen.* Ottawa, 1963. Pp. [7]

6. PROFIT-SHARING RESEARCH FOUNDATION. *Profit Sharing in Perspective, in American Medium-sized and Small Business,* by B. L. Metzger. Evanston, Ill., 1964. Pp. 158.

Comments on the results of a study carried out for Profit-Sharing Research Foundation by Marketing Services Company, a division of Dun and Bradstreet, Inc. The study examined characteristics, objectives, and results of profit-sharing plans.

7. WASHINGTON (STATE) UNIVERSITY. BUREAU OF BUSINESS RESEARCH. *Factors affecting the Growth of Manufacturing Firms.* Prepared under the Small Business Administration Management Research Grant Program, by Joseph W. McGuire. Project Director: Warren W. Etcheson. Seattle, 1963. Pp. 128.

Based on a study of the growth of 270 manufacturing enterprises in the State of Washington.

Collective Bargaining

8. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Economic Dilemmas of Collective Bargaining,* by Melvin Rothbaum. Urbana, 1964. Pp. 95-103.

Discusses the relationships of such factors as unemployment and labour costs to collective bargaining.

9. INTERNATIONAL LABOUR OFFICE. *Scope and Methods of Collective Bargaining in the Iron and Steel Industry; Report submitted to and Proceedings of the Seventh Session of the Iron and Steel Committee, Cardiff, 26 August-6 September 1963.* Geneva, 1964. Pp. 122.

10. U.S. BUREAU OF LABOR STATISTICS. *Recent Collective Bargaining and Technological Change.* Washington, GPO, 1964. Pp. 14.

" . . . Summarizes some of the recent collective bargaining approaches to problems of reduced income and job security arising as a result of technological change."

Conferences

11. CANADIAN CONFERENCE ON SOCIAL WELFARE. *Welfare Services in a Changing Technology. Conference Proceedings [19th Biennial Conference, Hamilton,* 1964] Ottawa, 1964. Pp. 54.

Title in French: *Services de bien-être social et technologie en évolution.* Les délibérations de la conférence.

Contains five talks, of which 3 have text in English and French.

12. CONFERENCE OF COMMISSIONS FOR HUMAN RIGHTS. *Proceedings, 15th Annual Conference,* Pittsburgh, May 21-24, 1963. [n.p.] Pp. 152.

13. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Sixteenth Annual Meeting, Boston, Massachusetts, December 27 and 28 1963.* Edited by Gerald G. Somers. Madison, 1964. Pp. 284.

Some of the topics discussed at this conference were automation and collective bargaining, labour mobility, featherbedding, work measurement, unionization of white-collar workers and of engineers, and intellectuals and trade unions.

14. INTERSTATE CONFERENCE ON LABOR STATISTICS. 21st, SAN FRANCISCO, 1963. *Proceedings, June 25-28, 1963. San Francisco, California.* Washington, GPO, 1964. Pp. 265.

Co-sponsored by the California Department of Industrial Relations, the University of California, and the U.S. Bureau of Labor Statistics. Some of the topics considered were governmental industrial relations statistics; prices and cost of living; accident prevention; manpower, employment and occupational statistics; and economic growth.

Economic Conditions

15. DOW, J. C. R. *The Management of the British Economy, 1945-60.* With a foreword by Sir Robert Hall. Cambridge, University Press, 1964. Pp. 443.

Assesses British fiscal and monetary policy in the postwar period.

16. JOHNSON, HARRY GORDON. *The Canadian Quandary; Economic Problems and Policies.* Toronto, McGraw-Hill, 1963. Pp. 352.

This collection of essays and addresses considers such topics as Canada's economic policy, foreign trade problems, monetary policy, currency problems, etc.

Employees—Training

17. BELBIN, EUNICE. *Training the Adult Worker.* London, HMSO, 1964. Pp. [44].

Describes two case studies (one, the mending of worsted cloth in a mill in Bradford; the other, manual sorting of mail in the General Post Office) where older workers acquired skill by a new training method equal to or surpassing that achieved by young trainees with the traditional method of training.

18. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Manual on Training of Statistical Personnel at the Primary and Intermediate Levels.* New York, United Nations, 1963. Pp. 144.

—Supplement: *Training Notes and Exercises.* New York, United Nations, 1964. Pp. 246.

19. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. RESEARCH DIVISION. *Training of Workers in American Industry; Report of a Nationwide Survey of Training Programs in Industry, 1962.* Washington, GPO, 1964. Pp. 94.

20. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Family Breadwinners: their Special Training Needs.* Washington, GPO, 1964. Pp. 16.

Contents: Unemployment among Breadwinners. A Profile of the Breadwinners (Occupation, Education, Age, Income, Women Breadwinners). Special Training and Other News (Adult Education, Handicapped Breadwinners, Geographic Mobility). Other Assistance for Breadwinners.

Industry

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Patent Counsel in Industry,* by Carl G. Baumes. New York, 1964. Pp. 102.

Reviews prevailing patent practices in 251 industrial companies. Explains how companies organize, handle and administer patent work. Includes six case studies which illustrate patent duties and organizations.

22. U.S. BUREAU OF LABOR STATISTICS. *Technological Trends in 36 Major American Industries; a Study prepared for the President's Committee on Labor-Management Policy.* Washington, U.S. Dept. of labor, 1964. Pp. 105.

"For each of the 36 industries covered, a statement describes some major new machines, processes and products which are believed likely to have an important effect on the industry's unit labor requirements over the next 10 years."

23. U.S. NATIONAL SCIENCE FOUNDATION. *Research and Development in Industry, 1961; Final Report on a Survey of R & D Funds, 1961, and R & D Scientists and Engineers, Jan. 1962.* Washington, GPO, 1964. Pp. 123.

Discusses the funds, federal and other, spent on research and development; company-financed research and development; the number of companies engaged in research and development, character of research and development, employment of R & D scientists and engineers; and R & D funds related to total employment.

International Labour Organization

24. INTERNATIONAL LABOUR OFFICE. *General Report prepared [for the Advisory Committee on Salaried Employees and Professional Workers]* First item on the agenda. Geneva, 1956. 2 pts.

At head of title: Report 1, item 1(a) and (b) [and 1(c)] International Labour Organisation Advisory Committee on Salaried Employees and Professional Workers. 4th sess., Geneva, 1956.

Contents: [1] Effect given to the Conclusions of the Previous Sessions. [2] Recent Events and and Developments affecting Salaried Employees and Professional Workers.

25. INTERNATIONAL LABOUR OFFICE. *Non-Manual Workers and Collective Bargaining.* Second item on the agenda. Geneva, 1956. Pp. 74.

At head of title: Report 2. International Labour Organization. Advisory Committee on Salaried Employees and Professional Workers. 4th sess., Geneva, 1956.

26. INTERNATIONAL LABOUR OFFICE. *Work Conditions of Technical and Supervisory Staff in Industry, excluding Management.* Third item on the agenda. Geneva, 1956. Pp. 117.

At head of title: Report 3. International Labour Organization. Advisory Committee on Salaried Employees and Professional Workers. 4th sess., Geneva, 1956.

Labour Organization

27. COOK, ALICE HANSON. *Union Democracy: Practice and Ideal; an Analysis of Four Large Local Unions.* Ithaca, N.Y., Cornell University, c1963. Pp. 248.

Examines the government and administration of our large local unions, each with its own concept of democracy.

28. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *British Trade Unions and International Association.* London, 1963. Pp. 16.

29. HUTCHINSON, JOHN E. *Trade Unionism and the Communists: American and International Experiences.* Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 164-187.

Reprinted from *The Realities of World Communism,* edited by Dr. William Petersen.

30. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Trade Union Handbook.* 3rd ed. Brussels, 1964. Pp. 173.

Contents: Why Unions? Objects and Character. Methods and Organization. Administration and Procedures. Glossary. Labour Terms in Four Languages [English, French, German, and Spanish].

31. KRUGER, ARTHUR MARTIN. *International Unions and Canadian-American Relations.* Toronto, Published for the Canadian Institute of International Affairs by Baxter Pub. Co., 1964. Pp. 23.

An examination of the influence of international unions with headquarters in the U.S. on Canadian labour unions.

Labour Supply

32. INTERNATIONAL LABOUR OFFICE. *Employment and Economic Growth.* Geneva, 1964. Pp. 217.

An examination of measures that can be taken to deal with unemployment and underemployment.

33. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Labour Market Policy in Sweden.* Paris, 1963. Pp. 72.

The Manpower and Social Affairs Committee of OECD appointed three examiners to study manpower policy in Sweden. As well as the examiners' report there is a report by Swedish authorities.

34. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower Policy and Programmes in the United States.* Paris, 1964. Pp. 208.

Contains a report on manpower policy in the U.S. by three examiners appointed by the Manpower and Social Affairs Committee of OECD. One of the examiners was Dr. W. R. Dymond, Assistant Deputy Minister, Canada Department of Labour. There is also a background report by U.S. authorities and a series of questions put by the examiners to U.S. authorities and their answers.

Labouring Classes

35. MALHOTRA, PREM CHAND. *Indian Labour Movement, a Survey*. 2d ed. Delhi, S. Chand, 1963. Pp. 218.

Examines aspects of India such as wages, labour legislation, industrial relations, collective bargaining, etc.

36. PROCHAZKA, ZORA. *The Labor Force of Poland*, by Zora Prochazka and Jerry W. Combs, Jr. Washington, GPO, 1964. Pp. 46.

Management

37. CAPLES, WILLIAM GOFF. *A Management View of Employment Problems in the Steel Industry for the Next Decade*. Champaign, Institute of Labor and Industrial Relations, University of Illinois, 1964. Pp. 20.

Mr. Caples, Vice President of Inland Steel Company, presented this address at a conference on "Problems of Employment and Unemployment" sponsored by the United Steelworkers of America and the University of Illinois Institute of Labor and Industrial Relations, February 21, 1964, at the University's Urbana campus.

38. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Relevance and Equivalence in Criterion Measures of Executive Success*, by Charles L. Hulin. Urbana, 1964. Pp. [67]-78.

An analysis and measurement of executive success of 50 executives employed by a large American manufacturing company.

39. KOONTZ, HAROLD. *Principles of Management; an Analysis of Managerial Functions* [by] Harold Koontz [and] Cyril O'Donnell. 3d ed. New York, McGraw-Hill, 1964. Pp. 637.

This book consists of six parts: The Basis of Management, Planning, Organization, Staffing, Direction, Control.

40. NEUSCHEL, RICHARD F. *Management by System*. 2d ed. New York, McGraw-Hill, 1960. Pp. 359.

The author begins by defining a "procedure", "clerical methods" (or "office methods"), and a "system," and goes on to explain how business systems and procedures can be used effectively in management.

41. NEWMAN, WILLIAM HERMAN. *Administrative Action; the Techniques of Organization and Management*. 2d ed. Englewood Cliffs, N.J., Prentice-Hall, 1963. Pp. 486.

Some of the topics covered by this book are planning, decision-making, delegation of authority, decentralization, the use of committees, supervision, motivation, budgetary control, etc.

42. SCHLEH, EDWARD CARL. *Management by Results: the Dynamics of Profitable Management*. New York, McGraw-Hill, 1961. Pp. 266.

The author, head of a management consultants' firm in Minneapolis, outlines his philosophy of management based on his experience as a management consultant.

43. STONE, MORRIS. *Managerial Freedom and Job Security*. 1st ed. New York, Harper & Row, c1964. Pp. 262.

Concerned with such job security issues as subcontracting of work, transfers of work outside the bargaining unit, attempts by the employer to change the contents of a job, and out-of-classification assignments to solve special production problems. Discusses many grievance cases decided by members of the American Arbitration Association since 1959. The author has been editorial director of the American Arbitration Association since March 1953.

Professional Workers

44. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *The Employment of Engineers in Australia*. Melbourne, 1959. Pp. 23.

45. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *After-Graduation Plans of Final-Year Students in Engineering and Science Courses, 1958-1963*. Ottawa, 1964. Pp. [11].

United Nations

46. UNITED NATIONS. ADVISORY COMMITTEE ON THE APPLICATION OF SCIENCE AND TECHNOLOGY TO DEVELOPMENT. *Report on the 1st Session, Feb. 25-March 6, 1964*. New York, United Nations, 1964. Pp. 38.

47. UNITED NATIONS. COMMITTEE FOR INDUSTRIAL DEVELOPMENT. *Report on the 4th Session, 2-19, March 1964*. New York, United Nations, 1964. Pp. 85.

48. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Fifteen Years of Activity of the Economic Commission for Europe, 1947-1962*. New York, United Nations, 1964. Pp. [169].

Wages and Hours

49. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Equal Pay for Equal Work: Federal Equal Pay Law of 1963; [Summary, Analysis, Legislative History and Text, with Summaries of Applicable State Laws*. Washington, 1963]. Pp. 124.

50. ILLINOIS. BUREAU OF EMPLOYMENT SECURITY. *Estimates of Employment, Hours, and Earnings in Non-agricultural Establishments, Chicago Standard Metropolitan Statistical Area. Industry Summary Series No. 1, 1958-1963*. Prepared in

co-operation with the U.S. Bureau of Labor Statistics and the Bureau of Employment Security. Chicago, 1964. Pp. 149.

51. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trade, July 1, 1963 and Trend 1907-63.* Washington, GPO, 1964. Pp. 44.

Women—Employment

52. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *I.L.O. and Women Workers in a Changing World.* Brussels, 1964. Pp. 13.

"Comments on the recent publication of the I.L.O. on women workers in a changing world. Report VI(1). [48th session, Geneva, 1964]"

53. U.S. WOMEN'S BUREAU. *Job Horizons for College Women in the 1960's.* Washington, GPO, 1964. Pp. 78.

Partial Contents: Career Suggestions [for 32 occupations]. Practical Considerations. Continuing Education. College Women on the Job.

Miscellaneous

54. BARNES, RALPH MOSSER. *Motion and Time Study: Design and Measurement of Work.* 5th ed. New York, Wiley, 1963. Pp. 739.

Presents "the basic principles that underlie the successful application of motion and time study, supplementing each with illustrations and practical examples."

55. CANADIAN MENTAL HEALTH ASSOCIATION. COMMITTEE ON THE INDUSTRIAL REHABILITATION OF THE MENTALLY ILL. *The Industrial Rehabilitation of the Mentally Ill; a Report.* Toronto [1963?] Pp. 23. (Chairman of committee: Dr. Clarence Pottle.)

56. *Leisure in America: Blessing or Curse?* Edited by James C. Charlesworth. Philadelphia, American Academy of Political and Social Science, 1964. Pp. 96.

Papers presented at a conference held in Philadelphia on November 8, 1963, which considered how best to use leisure time.

57. O'MAHONY, DAVID. *Industrial Relations in Ireland: the Background.* Dublin, Economic Research Institute, 1964. Pp. [57].

Examines trade unions, collective agreements, and industrial disputes in Ireland.

58. U.S. SOCIAL SECURITY ADMINISTRATION. *Social Security Programs throughout the World, 1964.* Rev. ed. Washington, GPO, 1964. Pp. 223.

Charts for 112 different countries contain information about old age, invalidity, and death programs, sickness and maternity benefits, work injury programs, unemployment insurance, and family allowances.

Ontario Loggers' Safety Act

(Continued from page 168)

The operator must also provide appropriate safety glasses to loggers who may be exposed to eye injuries from flying particles or hazardous substances, or from harmful light or other rays; or he must provide another device designed especially to protect workers from eye injuries.

On their part, loggers are required to wear close-fitting, fastened clothing when working near moving machinery. Among other prohibited practices, a logger must not shift a belt by hand when a machine is in motion, or use any part of his body for removing an object lodged in a sheave or moving part of a machine. A logger is also forbidden to lubricate, clean or repair a machine when it is in motion, unless the machine is so designed and located that lubrication, cleaning or repairing can be done safely when the machine is in motion.

Working Over Water

When a logger is working over water with risk of drowning, the operator must provide him with a life-jacket, and see that the logger wears it in the recommended manner, unless other adequate means of protection are provided.

The operator must also see that a boat in seaworthy condition is readily accessible for rescue purposes. In addition to the equipment required under Part IV of the Small Vessel Regulations made under the Canada Shipping Act, this rescue boat must carry a pike pole at least six feet long.

Finally, the operator must ensure that, whenever men are working over water, at least one person who is trained and competent to perform any necessary rescue operation is readily available when an alarm signal is given.

LABOUR STATISTICS

	Page
Tables A-1 to A-3—Labour Force	185
Table B-1—Labour Income	187
Tables C-1 to C-6—Employment, Hours and Earnings	188
Tables D-1 to D-5—Employment Service Statistics	194
Tables E-1 to E-4—Unemployment Insurance	200
Tables F-1 and F-2—Prices	202
Tables G-1 to G-4—Strikes and Lockouts	203

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 16, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,855	592	1,928	2,540	1,155	640
Men	4,894	435	1,400	1,769	833	457
Women	1,961	157	528	771	322	183
14–19 years	619	61	188	210	111	49
20–24 years	904	94	303	291	144	72
25–44 years	3,030	239	872	1,140	492	287
45–64 years	2,090	179	520	812	366	213
65 years and over	212	19	45	87	42	19
Employed	6,447	528	1,769	2,442	1,108	600
Men	4,556	378	1,265	1,694	793	426
Women	1,891	150	504	748	315	174
Agriculture	513	29	92	135	341	16
Non-agriculture	5,934	499	1,677	2,307	867	584
Paid workers	5,415	453	1,523	2,123	787	529
Men	3,698	317	1,058	1,434	518	371
Women	1,717	136	465	689	269	158
Unemployed	408	64	159	98	47	40
Men	338	57	135	75	40	31
Women	70	*	24	23	*	*
Persons not in the Labour Force	6,050	703	1,794	1,967	1,020	566
Men	1,511	211	436	451	263	150
Women	4,539	492	1,358	1,516	757	416

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JANUARY 16, 1965, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	19–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,905	2,063	3,723	988	3,810	946	1,375
Labour Force	6,855	619	3,566	821	988	649	212
Employed	6,447	545	3,388	723	959	631	201
Unemployed	408	74	178	98	29	18	11
Not in labour force	6,050	1,444	157	167	2,822	297	1,163
Participation rate[2]							
1965, January 16	53.1	30.0	95.8	83.1	25.9	68.6	15.4
1964, December 12	53.6	31.1	96.1	83.2	26.4	69.3	15.2
Unemployment rate [3]							
1965, January 16	6.0	12.0	5.0	11.9	2.9	2.8	5.2
1964, December 12	4.1	8.5	3.3	8.6	1.9	2.3	*

[1]Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The Labour Force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JANUARY 16, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	January 1965	December 1964	January 1964
Total Unemployed	408	285	466
On temporary layoff up to 30 days	25	14	38
Without work and seeking work	383	271	428
Seeking full-time work	368	259	410
Seeking part-time work	15	12	18
Seeking under 1 month	127	105	126
Seeking 1–3 months	168	99	202
Seeking 4–6 months	44	33	54
Seeking more than 6 months	44	34	46

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
1964—										
January	48.5	520.7	168.6							1,816.7
February	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March	48.8	529.8	165.4							1,839.5
April	47.3	532.6	170.6							1,870.5
May	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June	51.4	558.2	179.9							1,995.5
July	52.5	546.3	182.8							1,982.1
August	50.4	567.7	188.3	104.8	454.1	110.3	850.4	1,830.9	230.3	2,019.3
September	50.2	575.9	190.7							2,072.5
October*	51.7	565.9	186.8							2,053.4
November†	52.1	566.5	182.2							2,034.6
Seasonally Adjusted										
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
1964—										
January	49.1	536.7	173.5							1,891.3
February	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March	50.1	540.0	173.5							1,906.5
April	49.0	535.1	175.1							1,913.1
May	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June	50.3	543.2	175.1							1,927.5
July	50.8	546.1	175.9							1,949.3
August	49.3	556.7	179.9	92.4	378.8	107.2	849.4	1,844.9	228.3	1,969.5
September	49.4	560.2	186.4							1,996.9
October*	51.4	556.4	183.5							2,002.2
November†	52.3	564.9	181.0							2,018.4

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October 1964 employers in the principal non-agricultural industries reported a total employment of 3,218,399. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1 –EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1963—						
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	200.9	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	86.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September*	136.2	204.8	88.00	126.3	207.0	91.01
October†	134.4	206.0	88.51	123.5	207.5	91.22

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
Provinces				$	$	$
Atlantic Region	115.2	117.5	113.3	73.58	72.52	70.10
Newfoundland	151.2	157.2	150.4	80.04	78.58	77.19
Prince Edward Island	151.4	156.3	153.3	60.52	61.19	58.27
Nova Scotia	101.3	101.2	100.4	71.66	71.01	68.64
New Brunswick	114.1	117.7	109.9	72.99	71.41	68.40
Quebec	135.6	136.6	129.8	86.49	85.92	82.74
Ontario	136.1	138.1	130.9	91.61	91.63	87.75
Prairie Region	143.0	144.5	138.1	84.53	83.55	82.11
Manitoba	119.7	120.3	117.3	80.19	79.90	78.69
Saskatchewan	138.7	139.6	135.9	82.68	82.31	80.97
Alberta (includes Northwest Territories)	172.8	175.7	163.8	88.85	87.02	85.49
British Columbia (includes Yukon Territory)	129.0	131.9	123.5	97.76	95.88	91.42
Canada	**134.4**	**136.2**	**129.4**	**88.51**	**88.00**	**84.65**
Urban areas						
St. John's	162.4	165.4	155.0	67.98	66.71	65.21
Sydney	79.0	79.6	81.8	85.77	86.15	82.60
Halifax	128.7	125.6	125.6	73.86	73.18	71.38
Moncton	120.5	116.1	109.7	69.00	69.47	63.43
Saint John	104.7	106.5	106.2	72.77	72.17	69.63
Chocoutimi—Jonquiere	120.8	122.5	116.8	102.30	102.48	103.13
Quebec	133.7	135.1	129.8	75.98	76.22	72.86
Sherbrooke	125.3	123.5	116.8	75.36	75.35	70.80
Shawinigan	108.3	110.3	100.1	91.92	93.11	92.25
Three Rivers	124.4	128.4	122.0	79.48	81.56	78.82
Drummondville	99.9	99.3	91.0	71.39	72.39	69.05
Montreal	139.6	139.9	133.5	87.96	87.60	84.04
Ottawa—Hull	146.3	145.7	140.9	82.24	81.80	77.80
Kingston	137.5	139.2	128.4	86.25	87.89	83.60
Peterborough	110.7	109.0	104.6	96.78	95.43	93.77
Oshawa	141.8	234.5	213.7	101.00	111.66	106.39
Toronto	153.6	152.8	146.6	91.67	91.75	88.46
Hamilton	129.3	129.7	120.7	96.08	96.55	91.30
St. Catharines	123.2	131.3	117.1	100.16	100.85	96.28
Niagara Falls	109.3	124.1	106.1	88.62	86.78	81.43
Brantford	96.8	97.6	93.5	84.60	83.56	79.87
Guelph	142.6	141.2	132.5	81.66	82.81	78.74
Galt	130.2	132.7	126.4	79.46	78.58	76.06
Kitchener	151.5	152.2	147.5	81.94	81.61	78.46
Sudbury	137.7	137.6	125.5	97.80	97.48	94.95
Timmins	86.2	86.3	87.7	78.00	78.77	75.26
London	151.9	151.6	146.9	84.47	84.61	80.24
Sarnia	140.5	138.2	137.2	116.31	110.71	108.41
Windsor	91.8	91.2	82.0	107.41	107.97	98.97
Sault Ste. Marie	163.4	165.4	154.1	115.45	107.48	106.86
Fort William—Port Arthur	119.6	120.3	114.5	88.68	88.02	84.85
Winnipeg	121.5	121.6	117.2	77.06	77.12	75.07
Regina	160.6	160.0	155.1	80.51	80.56	79.93
Saskatoon	160.3	162.9	149.8	77.07	76.84	74.80
Edmonton	226.7	225.0	211.1	82.30	81.08	79.00
Calgary	197.6	198.0	183.6	87.82	87.05	84.37
Vancouver	128.9	131.0	121.8	95.13	93.88	89.97
Victoria	127.4	126.7	124.2	85.78	83.30	81.16

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
				$	$	$
Mining	**115.3**	**116.3**	**115.4**	**108.08**	**106.24**	**103.59**
Metal mining	129.2	129.8	127.8	108.11	106.97	104.63
Gold	60.7	61.0	65.3	87.63	87.07	85.52
Other metal	192.9	193.7	185.8	114.09	112.79	110.86
Fuels	81.9	80.6	82.1	113.84	112.87	107.80
Coal	37.7	37.7	39.5	87.33	85.83	82.47
Oil and natural gas	261.1	254.8	255.1	129.37	129.09	123.71
Non-metal	150.9	160.1	157.0	98.80	93.75	93.32
Manufacturing	**123.5**	**126.3**	**119.3**	**91.22**	**91.01**	**87.43**
Durable goods	130.1	132.9	124.6	98.97	99.24	94.57
Non-durable goods	118.1	120.8	114.9	84.10	83.45	80.95
Food and beverages	123.8	133.3	122.2	78.40	75.98	75.27
Meat products	141.6	141.1	138.0	88.63	87.97	86.18
Canned and preserved fruits and vegetables	144.7	216.9	141.5	61.36	58.36	58.95
Grain mill products	95.6	98.4	96.2	88.42	89.05	86.64
Bread and other bakery products	114.7	114.3	112.0	76.12	76.63	73.03
Distilled and malt liquors	99.9	98.2	98.1	111.79	109.50	107.06
Tobacco and tobacco products	81.3	82.8	79.2	93.42	94.65	88.74
Rubber products	119.8	121.0	112.1	95.49	97.23	90.48
Leather products	90.1	92.0	89.3	61.34	61.75	58.91
Boots and shoes (except rubber)	91.6	94.6	93.9	58.61	59.71	56.60
Other leather products	87.4	87.3	81.1	66.53	65.74	63.78
Textile products (except clothing)	91.5	91.5	87.4	73.82	74.04	70.80
Cotton yarn and broad woven goods	78.0	78.5	75.8	71.60	72.30	68.62
Woollen goods	67.2	67.7	67.2	66.80	65.99	64.75
Synthetic textiles and silk	113.3	112.2	101.4	80.91	81.21	77.59
Clothing (textile and fur)	101.6	102.3	98.6	57.56	57.69	55.25
Men's clothing	107.3	106.4	102.6	56.05	56.27	53.96
Women's clothing	113.3	116.2	108.2	58.32	59.35	56.30
Knit goods	78.3	78.6	76.4	59.03	58.00	55.34
Wood products	116.3	119.1	114.3	80.30	78.98	75.43
Saw and planing mills	117.8	122.2	116.5	82.80	80.92	77.39
Furniture	130.4	129.8	125.1	77.55	77.11	73.87
Other wood products	81.2	82.0	82.1	70.37	69.98	65.84
Paper products	134.4	135.6	129.3	105.78	105.66	102.49
Pulp and paper mills	133.7	135.4	128.9	113.96	113.40	110.33
Other paper products	136.3	136.2	130.2	86.54	87.20	83.90
Printing, publishing and allied industries	126.4	126.1	127.4	98.09	99.04	94.67
Iron and steel products	125.6	125.1	115.8	103.19	103.26	98.65
Agricultural implements	71.1	71.3	69.6	106.02	108.27	100.97
Fabricated and structural steel	175.2	171.9	146.7	104.25	104.54	101.94
Hardware and tools	130.1	127.6	117.9	90.38	90.31	85.97
Heating and cooking appliances	116.1	115.6	108.8	88.77	89.00	88.25
Iron castings	110.2	109.5	103.1	100.11	99.64	94.01
Machinery, industrial	152.5	150.8	136.0	99.81	99.55	95.18
Primary iron and steel	146.4	147.6	132.5	117.92	116.86	111.88
Sheet metal products	125.1	126.2	119.2	97.78	99.90	94.81
Wire and wire products	128.0	130.5	119.8	103.78	102.41	98.28
Transportation equipment	120.6	131.3	121.1	108.48	110.29	103.72
Aircraft and parts	255.5	254.6	238.9	110.34	108.73	105.97
Motor vehicles	112.6	153.0	135.4	132.56	130.90	120.97
Motor vehicle parts and accessories	147.3	158.8	138.4	101.24	107.01	99.48
Railroad and rolling stock equipment	62.5	60.9	57.5	95.00	93.52	89.64
Shipbuilding and repairing	142.6	139.6	143.7	98.36	97.80	93.34
Non-ferrous metal products	134.7	135.1	128.3	101.31	101.23	98.55
Aluminum products	145.0	148.3	145.1	95.00	96.81	95.77
Brass and copper products	115.2	115.6	110.3	100.11	99.87	95.19
Smelting and refining	146.0	146.0	137.7	110.78	110.24	108.00
Electrical apparatus and supplies	166.3	165.4	157.4	96.14	96.47	92.81
Heavy electrical machinery	123.0	121.2	115.9	103.82	104.11	100.20
Telecommunication equipment	293.7	291.5	287.8	92.22	91.45	88.86
Non-metallic mineral products	164.2	166.1	156.4	99.29	98.27	93.98
Clay products	95.2	95.8	90.3	86.85	86.19	82.79
Glass and glass products	174.2	180.4	170.5	93.48	93.03	88.96
Products of petroleum and coal	141.8	143.7	137.0	133.48	131.76	130.20
Petroleum refining and products	144.2	146.4	139.0	134.72	132.91	131.60
Chemical products	140.7	140.6	136.0	106.35	105.92	102.69
Medicinal and pharmaceutical preparations	130.2	130.3	125.8	95.11	94.37	91.05
Acids, alkalis and salts	158.9	159.6	155.6	119.66	119.62	116.97
Miscellaneous manufacturing industries	170.8	170.4	161.9	79.08	79.08	76.03
Construction	**146.0**	**146.7**	**138.3**	**100.01**	**99.07**	**94.22**
Building and general engineering	146.2	145.4	138.6	108.02	106.35	101.32
Highways, bridges and streets	145.7	148.7	137.8	86.75	87.31	82.48
Electric and motor transportation	153.3	153.7	148.5	93.55	94.17	90.46
Service	**189.4**	**193.5**	**172.0**	**62.00**	**61.39**	**59.36**
Hotels and restaurants	161.3	168.2	148.5	47.20	46.77	45.56
Laundries and dry cleaning plants	161.5	161.1	139.8	54.68	54.57	52.75
Industrial composite	**134.4**	**136.2**	**129.4**	**88.51**	**88.00**	**84.65**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings*		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
				$	$	$
Newfoundland	40.4	39.9	39.3	1.75	1.77	1.73
Nova Scotia	41.4	41.4	41.0	1.76	1.74	1.69
New Brunswick	42.4	40.8	41.2	1.74	1.69	1.64
Quebec	42.4	42.6	42.3	1.82	1.82	1.77
Ontario	41.7	42.0	41.5	2.13	2.15	2.06
Manitoba	40.7	40.6	40.6	1.85	1.84	1.80
Saskatchewan	39.8	39.5	39.3	2.09	2.10	2.03
Alberta (includes Northwest Territories)	40.8	39.6	40.4	2.11	2.08	2.02
British Columbia (includes Yukon Territory)	38.5	37.7	38.0	2.52	2.49	2.39

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
				$	$	$	$	$	$
Mining	**43.0**	**42.7**	**42.6**	**2.33**	**2.31**	**2.25**	**99.90**	**98.64**	**95.65**
Metal mining	42.4	42.3	42.5	2.41	2.40	2.33	102.33	101.55	98.85
Gold	42.5	42.8	43.7	1.89	1.88	1.82	80.31	80.55	79.54
Other metal	42.4	42.2	42.1	2.58	2.56	2.51	109.17	108.09	105.56
Fuels	43.1	42.3	41.7	2.20	2.18	2.13	95.05	92.25	88.68
Coal	44.6	43.8	42.9	1.93	1.92	1.90	85.85	84.05	81.25
Oil and natural gas	40.8	39.6	39.6	2.71	2.70	2.55	110.27	106.93	101.20
Non-metal	44.8	44.2	43.9	2.13	2.11	2.06	95.49	93.36	90.51
Manufacturing	**41.6**	**41.7**	**41.4**	**2.03**	**2.03**	**1.96**	**84.46**	**84.78**	**80.93**
Durable goods	42.2	42.3	41.8	2.22	2.23	2.13	93.72	94.16	88.96
Non-durable goods	41.0	41.1	40.9	1.86	1.84	1.79	76.17	75.77	73.26
Food and beverages	41.1	40.8	40.6	1.74	1.69	1.68	71.43	68.96	68.32
Meat products	41.1	41.3	41.3	2.02	2.03	1.98	84.26	83.59	81.90
Canned and preserved fruits and vegetables	40.2	41.9	40.9	1.35	1.28	1.28	54.14	53.74	52.57
Grain mill products	42.7	43.5	43.0	1.97	1.96	1.91	83.89	85.36	82.23
Bread and other bakery products	41.1	41.1	40.8	1.74	1.74	1.64	71.52	71.38	66.88
Distilled liquors	43.1	40.3	41.7	2.35	2.35	2.24	101.46	94.87	93.24
Malt liquors	39.5	39.7	39.3	2.57	2.56	2.47	101.59	101.70	97.23
Tobacco and tobacco products	37.8	38.6	37.7	2.30	2.31	2.18	86.90	89.30	82.21
Rubber products	42.6	43.7	42.4	2.11	2.12	2.01	89.93	92.58	85.18
Leather products	40.1	40.6	40.4	1.42	1.41	1.34	56.78	57.30	54.21
Boots and shoes (except rubber)	39.3	40.4	40.0	1.38	1.37	1.30	54.14	55.46	51.89
Other leather products	41.7	41.1	41.3	1.48	1.48	1.43	61.92	60.98	59.21
Textile products (except clothing)	42.7	42.9	43.3	1.57	1.57	1.49	67.14	67.46	64.49
Cotton yarn and broad woven goods	41.7	42.3	42.8	1.62	1.62	1.52	67.57	68.65	65.06
Woollen goods	43.2	42.3	43.0	1.43	1.43	1.38	61.92	60.39	59.14
Synthetic textiles and silk	43.2	43.7	43.9	1.68	1.68	1.60	72.62	73.20	70.09
Clothing (textile and fur)	39.3	39.4	39.2	1.34	1.34	1.29	52.53	52.86	50.46
Men's clothing	39.2	39.4	38.7	1.33	1.33	1.28	51.99	52.32	49.74
Women's clothing	37.4	38.0	37.3	1.43	1.44	1.38	53.44	54.82	51.63
Knit goods	42.4	42.1	42.5	1.26	1.25	1.20	53.40	52.66	50.80
*Wood products	42.2	41.7	41.6	1.83	1.81	1.73	77.11	75.66	72.03
Saw and planing mills	41.2	40.6	40.5	1.97	1.94	1.84	80.91	78.67	74.76
Furniture	44.1	43.9	43.8	1.64	1.64	1.58	72.35	71.96	69.20
Other wood products	43.3	43.4	43.0	1.51	1.51	1.42	65.50	65.47	60.99
Paper products	42.0	42.0	41.9	2.38	2.38	2.31	100.05	99.99	96.78
Pulp and paper mills	41.9	41.9	41.8	2.58	2.56	2.50	107.97	107.41	104.35
Other paper products	42.1	42.3	42.0	1.89	1.90	1.83	79.47	80.39	76.83
Printing, publishing and allied industries	39.1	39.6	38.9	2.48	2.50	2.41	97.17	99.08	93.74
*Iron and steel products	41.9	42.3	41.5	2.34	2.34	2.26	97.86	98.93	93.86
Agricultural implements	40.1	40.8	39.7	2.40	2.43	2.36	96.06	99.37	93.95
Fabricated and structural steel	42.7	43.0	42.5	2.26	2.26	2.21	96.53	97.03	93.93
Hardware and tools	43.2	43.4	42.5	1.96	1.95	1.88	84.70	84.37	79.88
Heating and cooking appliances	41.4	41.8	42.4	1.99	2.00	1.94	82.54	83.34	82.10
Iron castings	42.8	42.7	42.2	2.27	2.27	2.14	97.42	97.00	90.49
Machinery, industrial	42.9	43.0	42.0	2.21	2.21	2.13	94.95	94.91	89.54
Primary iron and steel	41.4	41.3	40.2	2.75	2.74	2.68	113.82	113.13	107.63
Sheet metal products	41.8	42.2	41.2	2.20	2.23	2.16	91.76	94.02	89.00
Wire and wire products	43.5	43.3	42.5	2.28	2.28	2.20	99.33	98.57	93.29
*Transportation equipment	42.2	42.8	42.1	2.40	2.46	2.34	101.39	105.31	98.29
Aircraft and parts	42.1	41.6	42.5	2.37	2.36	2.30	99.70	98.21	97.68
Motor vehicles	45.6	45.9	43.6	2.74	2.76	2.62	125.13	126.61	114.35
Motor vehicle parts and accessories	41.0	42.8	42.1	2.30	2.41	2.24	94.20	103.15	94.21
Railroad and rolling stock equipment	40.8	40.4	40.2	2.28	2.27	2.18	92.96	91.92	87.85
Shipbuilding and repairing	41.0	40.9	40.7	2.35	2.34	2.27	96.32	95.64	92.33
*Non-ferrous metal products	41.2	41.2	41.3	2.30	2.30	2.23	94.66	94.62	92.19
Aluminum products	40.1	42.1	42.5	2.03	2.04	2.01	81.61	85.88	85.35
Brass and copper products	43.5	43.1	42.4	2.22	2.22	2.14	96.49	95.55	90.72
Smelting and refining	40.5	40.2	40.4	2.57	2.57	2.50	103.88	103.25	101.23
*Electrical apparatus and supplies	41.4	41.7	41.3	2.03	2.05	1.96	84.14	85.49	80.98
Heavy electrical machinery and equipment	41.4	41.9	41.2	2.29	2.29	2.22	94.90	96.07	91.48
Telecommunication equipment	40.5	40.0	40.5	1.81	1.83	1.76	73.26	73.04	71.15
*Non-metallic mineral products	45.0	44.6	44.4	2.10	2.10	2.01	94.32	93.47	88.88
Clay products	42.5	42.8	43.2	1.89	1.88	1.79	80.49	80.42	77.52
Glass and glass products	42.2	41.7	41.0	2.11	2.13	2.04	88.74	88.61	83.73
Products of petroleum and coal	42.7	41.9	42.6	2.86	2.85	2.80	122.24	119.46	119.30
Petroleum refining and products	42.7	42.0	42.7	2.91	2.88	2.84	124.10	121.05	121.33
Chemical products	41.3	41.3	41.3	2.27	2.26	2.20	93.70	93.42	90.93
Medicinal and pharmaceutical preparations	40.3	39.8	39.8	1.78	1.76	1.71	71.74	70.14	68.13
Acids, alkalis and salts	41.5	41.5	41.6	2.60	2.63	2.56	108.02	109.22	106.36
Miscellaneous manufacturing industries	41.9	42.0	41.9	1.65	1.65	1.58	68.99	69.15	66.24
Construction	**43.0**	**43.1**	**42.6**	**2.29**	**2.26**	**2.17**	**98.41**	**97.48**	**92.32**
Building and general engineering	42.4	42.2	42.0	2.51	2.48	2.36	106.26	104.61	99.08
Highways, bridges and streets	44.2	44.7	43.9	1.89	1.89	1.80	83.67	84.53	79.13
Electric and motor transportation	**44.9**	**45.4**	**44.8**	**2.10**	**2.09**	**2.04**	**94.52**	**94.99**	**91.49**
Service	**37.1**	**37.3**	**37.6**	**1.23**	**1.22**	**1.17**	**45.58**	**45.35**	**43.96**
Hotels and restaurants	36.4	36.8	37.1	1.19	1.18	1.14	43.42	43.21	42.38
Laundries and dry cleaning plants	40.2	40.1	40.4	1.18	1.17	1.10	47.35	47.05	44.49

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.5
August	41.3	2.02	83.31	199.6	147.2
September*	41.7	2.03	84.78	203.1	149.8
October†	41.6	2.03	84.46	202.3	148.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
January 1960	8,206	10,325	18,531	606,165	180,129	786,294
January 1961	8,866	8,377	17,243	668,766	185,972	854,738
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964[a]	25,171	14,758	39,929	378,125	130,721	508,846
January 1965[a]	22,509	15,141	37,650	447,847	152,195	600,042

[a] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, DECEMBER 1963—DECEMBER 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December[a]	341,288	103,045	77,455	41,458	76,480	40,686

[a] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING DECEMBER 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from December 1963
Agriculture, Fishing, Trapping	**721**	**92**	**813**	**– 84**
Forestry	**1,335**	**18**	**1,353**	**– 250**
Mining, Quarrying and Oil Wells	**662**	**66**	**728**	**+ 233**
Metal Mining	422	13	435	+ 150
Fuels	134	25	159	+ 63
Non-Metal Mining	31	5	36	+ 1
Quarrying, Clay and Sand Pits	29	.....	29	+ 22
Prospecting	46	23	69	– 3
Manufacturing	**11,855**	**4,430**	**16,285**	**+ 2,768**
Foods and Beverages	1,116	613	1,729	+ 450
Tobacco and Tobacco Products	10	8	18	– 41
Rubber Products	132	53	185	+ 1
Leather Products	218	236	454	+ 43
Textile Products (except clothing)	551	290	841	+ 206
Clothing (textile and fur)	299	1,097	1,396	+ 95
Wood Products	1,652	151	1,803	+ 227
Paper Products	910	206	1,116	+ 145
Printing, Publishing and Allied Industries	741	390	1,131	+ 456
Iron and Steel Products	2,140	261	2,401	+ 410
Transportation Equipment	1,825	170	1,995	+ 29
Non-Ferrous Metal Products	451	120	571	+ 144
Electrical Apparatus and Supplies	482	311	793	+ 124
Non-Metallic Mineral Products	546	68	614	+ 259
Products of Petroleum and Coal	26	10	36	+ 1
Chemical Products	376	148	524	+ 67
Miscellaneous Manufacturing Industries	380	298	678	+ 152
Construction	**8,105**	**132**	**8,237**	**+ 266**
General Contractors	4,887	76	4,963	– 321
Special Trade Contractors	3,218	56	3,274	+ 587
Transportation, Storage and Communication	**5,098**	**256**	**5,354**	**+ 1,053**
Transportation	4,457	137	4,594	+ 674
Storage	320	27	347	+ 120
Communication	321	92	413	+ 259
Public Utility Operation	**148**	**28**	**176**	**– 33**
Trade	**8,066**	**5,435**	**13,501**	**+ 1,600**
Wholesale	3,316	925	4,241	+ 1,090
Retail	4,750	4,510	9,260	+ 510
Finance, Insurance and Real Estate	**510**	**768**	**1,278**	**+ 183**
Service	**39,980**	**29,461**	**69,441**	**+ 6,563**
Community or Public Service	815	1,197	2,012	+ 346
Government Service	33,782	19,235	53,017	+ 6,061
Recreation Service	266	138	404	+ 72
Business Service	895	457	1,352	– 272
Personal Service	4,222	8,434	12,656	+ 356
Grand Total	**76,480**	**40,686**	**117,166**	**+ 12,299**

[1] Preliminary.

90169—7½

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT DECEMBER 31, 1964[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,814	1,999	9,813
Clerical Workers	17,006	38,988	55,994
Sales Workers	6,903	11,208	18,111
Personal and Domestic Service Workers	36,866	26,091	62,957
Seamen	3,628	97	3,725
Agriculture, Fishing, Forestry (Ex. log.)	7,927	670	8,597
Skilled and Semi-Skilled Workers	162,402	22,002	184,404
Food and kindred products (incl. tobacco)	1,363	569	1,932
Textiles, clothing, etc.	2,646	14,659	17,305
Lumber and lumber products	17,475	137	17,612
Pulp, paper (incl. printing)	1,381	429	1,810
Leather and leather products	1,146	1,099	2,245
Stone, clay and glass products	558	36	594
Metalworking	11,185	954	12,139
Electrical	1,697	995	2,692
Transportation equipment	543	72	615
Mining	1,503	.....	1,503
Construction	51,722	4	51,726
Transportation (except seamen)	31,836	106	31,942
Communications and public utility	733	.....	733
Trade and service	4,869	1,769	6,638
Other skilled and semi-skilled	23,285	864	24,149
Foremen	4,210	299	4,509
Apprentices	6,250	10	6,260
Unskilled Workers	135,579	29,666	165,245
Food and tobacco	6,352	8,834	15,186
Lumber and lumber products	14,895	432	15,327
Metalworking	4,589	684	5,273
Construction	72,399	3	72,402
Other unskilled workers	37,344	19,713	57,057
GRAND TOTAL	378,125	130,721	508,846

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT DECEMBER 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand	
	(1) Dec. 31, 1964	Previous Year Dec. 31, 1963
Newfoundland	**22,169**	**22,400**
Corner Brook	4,192	4,627
Grand Falls	2,027	2,277
St. John's	15,950	15,496
Prince Edward Island	**4,158**	**4,440**
Charlottetown	2,818	2,821
Summerside	1,340	1,619
Nova Scotia	**23,519**	**26,896**
Amherst	1,001	1,204
Bridgewater	1,736	1,842
Halifax	5,011	6,088
Inverness	804	799
Kentville	2,330	2,587
Liverpool	533	632
New Glasgow	2,559	3,501
Springhill	872	957
Sydney	3,499	3,520
Sydney Mines	1,328	1,417
Truro	1,488	1,970
Yarmouth	2,358	2,379
New Brunswick	**25,718**	**25,847**
Bathurst	5,282	4,833
Campbellton	2,068	1,901
Edmundston	1,783	1,595
Fredericton	1,486	1,566
Minto	290	323
Moncton(2)	6,103	6,745
Newcastle	2,656	2,223
Saint John	3,059	2,885
St. Stephen	1,320	2,020
Sussex	620	495
Woodstock	1,081	1,261
Quebec	**160,893**	**181,226**
Alma	1,169	2,382
Asbestos	718	858
Baie Comeau	1,207	1,120
Beauharnois	1,036	1,310
Buckingham	865	1,042
Causapscal	1,683	1,583
Chandler	2,044	2,018
Chicoutimi	1,884	1,974
Cowansville	430	448
Dolbeau	1,058	1,066
Drummondville	2,468	2,635
Farnham	581	660
Forestville	716	847
Gaspé	1,887	1,620
Granby	2,518	2,866
Hull	4,227	4,486
Joliette	4,062	4,159
Jonquière	2,222	2,445
Lachute	872	936
Lac Mégantic	1,058	1,026
La Malbaie	1,682	1,619
La Tuque	608	691
Lévis	3,904	4,765
Louiseville	940	1,092
Magog	819	811
Maniwaki	673	765
Matane	2,001	2,307
Mont-Laurier	798	872
Montmagny	1,890	2,210
Montréal	50,842	57,698
New Richmond	1,564	1,799
Port Alfred	1,064	1,054
Québec	12,850	14,429
Rimouski	2,733	3,678
Rivière du Loup	3,910	4,145
Roberval	996	1,485
Rouyn	1,709	2,611
Ste. Agathe des Monts	934	1,058
Ste. Anne de Bellevue	1,197	1,139
Ste. Thérèse	1,879	2,759
St. Hyacinthe	2,314	2,961
St. Jean	2,184	2,238
St. Jérôme	2,546	2,415
Sept-Iles	1,896	2,042
Shawinigan	4,058	4,342
Quebec—Concluded		
Sherbrooke	4,748	4,722
Sorel	2,692	2,628
Thetford Mines	1,794	3,338
Trois-Rivières	4,809	5,504
Val d'Or	1,260	1,534
Valleyfield	2,237	2,319
Victoriaville	2,376	2,374
Ville St. Georges	2,281	2,341
Ontario	**147,333**	**167,550**
Arnprior	376	411
Barrie	1,224	1,347
Belleville	1,586	1,822
Bracebridge	1,136	1,241
Brampton	1,226	1,259
Brantford	1,862	2,303
Brockville	581	621
Carleton Place	423	457
Chatham	1,697	1,826
Cobourg	845	1,048
Collingwood	884	961
Cornwall	2,338	2,945
Elliot Lake	378	343
Fort Erie	658	792
Fort Frances	700	743
Fort William	1,970	2,365
Galt	1,082	1,091
Gananoque	326	355
Goderich	494	684
Guelph	1,221	1,661
Hamilton	10,549	11,527
Hawkesbury	878	1,057
Kapuskasing	431	532
Kenora	1,078	907
Kingston	1,997	2,274
Kirkland Lake	672	705
Kitchener	2,777	2,975
Leamington	679	1,400
Lindsay	716	680
Listowel	274	402
London	4,502	5,049
Long Branch	3,267	3,499
Midland	1,227	1,263
Napanee	649	734
New Liskeard	345	514
Newmarket	1,097	1,451
Niagara Falls	2,676	3,039
North Bay	1,553	1,885
Oakville	663	774
Orillia	1,080	947
Oshawa	5,703	4,722
Ottawa	5,720	6,974
Owen Sound	1,452	1,570
Parry Sound	452	605
Pembroke	1,297	1,634
Perth	680	798
Peterborough	2,253	2,612
Picton	552	526
Port Arthur	2,418	3,256
Port Colborne	685	1,210
Prescott	778	985
Renfrew	492	588
St. Catharines	3,498	4,039
St. Thomas	889	965
Sarnia	2,026	2,749
Sault Ste. Marie	2,205	2,273
Simcoe	1,165	1,506
Smiths Falls	511	606
Stratford	652	624
Sturgeon Falls	712	1,012
Sudbury	3,072	4,082
Tillsonburg	359	449
Timmins	1,450	1,699
Toronto	37,826	40,589
Trenton	776	791
Walkerton	799	988
Wallaceburg	557	689
Welland	1,835	2,416
Weston	3,081	3,544
Windsor	4,718	6,440
Woodstock	603	720

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT DECEMBER 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Dec. 31, 1964	Previous Year Dec. 31, 1963		(1) Dec. 31, 1964	Previous Year Dec. 31, 1963
Manitoba	**21,274**	**23,268**	**British Columbia**	**59,510**	**62,559**
Brandon	2,060	2,396	Chilliwack	2,228	2,423
Dauphin	1,285	1,631	Courtenay	1,687	1,495
Flin Flon	164	175	Cranbrook	833	1,008
Portage la Prairie	1,083	1,106	Dawson Creek	1,165	1,215
The Pas	436	421	Duncan	1,324	1,039
Winnipeg	16,246	17,539	Kamloops	2,076	1,743
			Kelowna	1,481	1,404
Saskatchewan	**17,713**	**18,692**	Mission City	1,525	1,363
Estevan	396	386	Nanaimo	1,482	1,590
Lloydminster	452	411	Nelson	994	977
Moose Jaw	1,273	1,358	New Westminster	8,553	9,119
North Battleford	1,242	1,294	Penticton	2,083	1,925
Prince Albert	2,260	2,595	Port Alberni	1,031	797
Regina	4,339	4,407	Prince George	1,645	1,710
Saskatoon	4,161	4,372	Prince Rupert	1,868	1,836
Swift Current	1,012	960	Quesnel	701	755
Weyburn	409	435	Trail	846	900
Yorkton	2,169	2,474	Vancouver	22,062	25,107
			Vernon	1,849	1,864
Alberta	**26,529**	**31,044**	Victoria	3,624	3,774
Blairmore	452	464	Whitehorse	453	515
Calgary	8,590	9,294			
Drumheller	483	595	**CANADA**	**508,846**	**563,922**
Edmonton	10,766	13,970			
Edson	273	324			
Grande Prairie	782	821	Males	378,125	432,390
Lethbridge	2,581	2,788			
Medicine Hat	1,250	1,420			
Red Deer	1,352	1,368	Females	130,721	131,532

(1) Preliminary.

(2) Includes 1259 registrations reported by the Magdalen Islands local office.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from the operations of the local offices of the National Employment Service. They are based on vacancies (job openings reported to NES offices) and registrations (applications for employment).

The NES reporting system is designed for operational purposes and, therefore, the statistics given must be interpreted in the light of the effect which operating practices have on statistical data.

The data are compiled within NES in two basic groupings. The first is by broad industrial groups according to the standard industrial classification and these statistics reflect the total work load (vacancies notified, registrations for employment, placements affected, etc.) *during* the whole reporting period. Tables D-2 and D-3 are based on these data. The other grouping is by occupations according to the Dictionary of Occupational Titles published by the United States Employment Service. This classification system is designed for personnel selection and differs from other occupational groupings such as those used in the census. The NES inventory of unfilled vacancies and registrations on hand for employment at a specific point in time is compiled by such occupational groups and Tables D-1, D-4 and D-5 are derived from this source. *It is important to note* that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the NES basic reports and an even greater consolidation being effected in the "D" tables.

In any reading of these statistics it is important to be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, while NES coverage of persons looking for work is quite extensive, and a good overall indicator of movements in total labour supply, the coverage in the various occupational groups (Table D-4) is not uniform and data may not, therefore, be representative of labour supply within individual occupational groups. Finally, because there is no legal requirement for employers to notify job vacancies to NES, the coverage of vacancies is smaller than that for applications for employment. Thus, the vacancies notified series does not provide an accurate indication of the extent of labour demand. While it is reliably estimated that upwards of 30 percent of all job vacancies are notified to NES, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to tables D-1 to D-5:

Table D-1:

(a) *Unfilled Vacancies* represent an inventory of employers vacancies unfilled at the close of business on the day indicated. Deferred vacancies, those on which employers are not prepared to accept referrals within 31 days, are excluded from this series. NES local offices act on vacancies as soon as possible after they are received, so that unfilled vacancies only represent a proportion of vacancies notified to the local offices and consist of three main groups:

(1) Those notified to the office shortly before the inventory is taken, or

(2) Those on which applicants have been referred but the employers have not yet confirmed placements, and

(3) Those that are difficult to fill because of a local (or wider) occupational shortage or because of particular working conditions.

Unfilled vacancies are, consequently, a biased sample of vacancies notified.

(b) *Registrations on Hand* represent an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but are seeking other work or those who have registered for employment in advance of their availability.

Table D-2:

(a) *Registrations Received* consists of both new and renewal applications for employment received during the period. An individual may register more than once in a period and the figures do not, therefore, reflect the total number of persons registering in a reporting period.

(b) *Vacancies Notified* are the total job openings notified to local offices during the period indicated.

(c) *Placements Effected* show the total job vacancies filled by workers referred by NES during the reporting period. As a proportion of the vacancies are for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

Table D-3:

This presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, since such changes can result from seasonal shifts in hirings, variations in labour turnover rates or even a difference in the number of working days in the month from one year to the next. Also placement coverage varies considerably from industry to industry.

Table D-4:

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see note to D-1 in para. 6). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

Table D-5:

This table presents registrations on hand by local office areas. The figures *do not* relate exclusively to the municipalities concerned but reflect the total of registrations on hand from the entire areas served by the NES offices located in the cities and towns shown in the table.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—October	4,343,000	4,128,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,906,100	218,900

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, NOVEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,854	5,640	1,214	4,413	3,301	1,112	3,662
Prince Edward Island	1,550	1,293	257	767	612	155	909
Nova Scotia	7,635	5,670	1,965	5,656	4,142	1,514	3,314
New Brunswick	7,888	6,160	1,728	5,733	4,242	1,491	3,724
Quebec	53,734	36,876	16,858	42,671	31,674	10,997	25,241
Ontario	48,823	33,123	15,700	41,640	30,343	11,297	21,010
Manitoba	7,704	5,701	2,003	5,893	4,220	1,673	3,225
Saskatchewan	5,659	4,294	1,365	3,367	2,366	1,001	3,063
Alberta	10,043	7,191	2,852	7,662	5,416	2,246	4,498
British Columbia (including Yukon Territory)	19,068	13,597	5,471	15,504	10,237	5,267	8,589
Total, Canada, November 1964	168,958	119,545	49,413	133,306	96,553	36,753	77,235
Total, Canada, October 1964	120,886	75,121	45,765	112,226	76,443	35,783	41,583
Total, Canada, November 1963	189,375	132,612	56,763	153,289	111,112	42,177	77,607

*In addition, revised claims received numbered 29,163.

†In addition, 28,063 revised claims were disposed of. Of these, 3,014 were special requests not granted and 1,628 appeals by claimants. There were 7,581 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, NOVEMBER 30, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Oct. 30, 1964	Nov. 29, 1963
CANADA	274,532	159,421	66,581	30,179	18,351	214,544	303,353
Male	186,853	120,443	40,536	15,668	10,206	138,803	216,940
Female	87,679	38,978	26,045	14,511	8,145	75,741	86,413
Newfoundland	10,253	6,930	1,910	805	608	6,074	12,169
Male	8,835	6,374	1,515	532	414	4,812	10,707
Female	1,418	556	395	273	194	1,262	1,462
Prince Edward Island	1,965	1,586	260	94	25	637	1,858
Male	1,425	1,205	161	54	5	397	1,378
Female	540	381	99	40	20	240	480
Nova Scotia	13,465	7,365	3,336	1,732	1,032	9,858	14,340
Male	10,570	6,086	2,526	1,207	751	7,224	11,219
Female	2,895	1,279	810	525	281	2,634	3,121
New Brunswick	13,342	8,227	3,007	1,457	651	8,465	13,540
Male	9,425	6,304	1,964	817	340	5,549	9,995
Female	3,917	1,923	1,043	640	311	2,916	3,545
Quebec	87,782	49,368	23,118	9,658	5,638	67,335	91,277
Male	62,590	38,669	15,413	5,263	3,245	45,463	65,987
Female	25,192	10,699	7,705	4,395	2,393	21,872	25,290
Ontario	81,586	46,615	18,651	10,444	5,876	77,136	89,677
Male	49,123	31,535	9,609	4,882	3,097	48,475	58,904
Female	32,463	15,080	9,042	5,562	2,779	28,661	30,773
Manitoba	11,301	6,340	2,798	1,084	1,079	7,445	12,266
Male	7,388	4,831	1,485	542	530	4,414	9,065
Female	3,913	1,509	1,313	542	549	3,031	3,201
Saskatchewan	8,383	5,755	1,584	593	451	4,280	8,116
Male	5,852	4,556	831	224	241	2,260	6,032
Female	2,531	1,199	753	369	210	2,020	2,084
Alberta	14,921	9,412	3,549	1,213	747	9,746	21,182
Male	10,436	7,442	1,948	584	462	5,526	15,420
Female	4,485	1,970	1,601	629	285	4,220	5,762
British Columbia	31,534	17,823	8,368	3,099	2,244	23,568	38,928
Male	21,209	13,441	5,084	1,563	1,121	14,683	28,233
Female	10,325	4,382	3,284	1,536	1,123	8,885	10,695

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, NOVEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	15,352	354,724
Prince Edward Island	2,202	46,826
Nova Scotia	29,233	658,116
New Brunswick	25,470	560,184
Quebec	198,611	4,824,076
Ontario	204,774	5,092,602
Manitoba	21,034	506,203
Saskatchewan	12,872	299,308
Alberta	27,583	685,185
British Columbia (including Yukon Territory)	64,774	1,619,574
Total, Canada, November 1964	602,005	14,646,798
Total, Canada, October 1964	534,485	12,841,420
Total, Canada, November 1963	644,981	15,467,326

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1964

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	Dec. 1963	Nov. 1964	Dec. 1964							
(1)St. John's, Nfld.	120.3	121.7	121.9	116.9	116.2	115.9	120.8	165.1	150.6	116.4
Halifax	131.9	131.8	132.5	126.8	133.8	130.5	136.9	168.6	170.3	125.3
Saint John	133.8	134.8	135.1	131.1	133.8	128.2	143.3	190.6	154.9	125.4
Montreal	134.3	135.9	136.2	138.9	135.6	113.1	159.8	183.5	152.3	124.9
Ottawa	134.8	136.6	137.2	134.3	137.4	126.3	156.9	180.9	151.5	126.5
Toronto	135.3	137.1	138.2	132.7	141.0	126.9	139.9	172.2	190.9	123.9
Winnipeg	131.1	133.3	133.8	130.5	130.1	126.8	137.7	187.7	142.8	135.2
Saskatoon-Regina	129.0	130.2	130.5	129.3	128.7	132.8	135.9	149.4	149.7	120.9
Edmonton-Calgary	128.0	128.2	128.4	123.2	127.1	129.2	131.3	171.4	145.1	120.9
Vancouver	131.9	133.1	133.7	131.6	136.1	124.0	140.6	156.0	152.1	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities. (1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963—December	11	29	4,218	35,770	0.03
*1964—January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	320	960
Mines	1	76	150
Manufacturing	30	28,529	372,020
Construction	4	603	1,390
Transpn. & utilities	3	734	12,490
Trade	7	3,357	72,610
Finance	...	...	...
Service	2	70	640
Public administration	...	...	...
All industries	48	33,689	460,260

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	2	141	670
New Brunswick	...	...	...
Quebec	7	4,515	92,860
Ontario	30	27,667	350,670
Manitoba	...	...	...
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	5	435	3,120
Federal	4	931	12,940
All jurisdictions	48	33,689	460,260

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Dec.	Accumulated		
FORESTRY						
The KVP Company, Espanola, Ont.	Carpenters Loc. 2537 (AFL-CIO/CLC)	320 (200)	960	9,010	Oct. 29 Dec. 4	Transfer of two workers to other job classification at lower wages ~ Return of workers.
MANUFACTURING						
Rubber						
National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	4,640	14,110	Sep. 28	Wages, hours, union security, irrevocable check-off ~
Textiles						
Caldwell Linen Mills, Iroquois, Ont.	District 50 (UMWA) (Ind.)	381 (58)	3,050	3,050	Dec. 8 Dec. 20	Wages, union security, term of contract ~ 5¢ an hr. increase Dec. 21, 1964, 6¢ an hr. one yr. from that date, $20 in lieu of retroactive pay; 90 day probationary period for new employees followed by dues check-off.
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	21,600	170,400	June 3 Dec. 28	Automation, wages, hours, sick leave, vacations, apprentice rates ~ A bonus equal to 3.7% of salary earned in 1964, 3% increase in 1965, 3% in 1966, 4.5% in 1967; extended lay-off notice for senior employees.
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	871	19,270	108,630	July 9	Working conditions as affected by computers, job security, union membership of foremen ~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,530	10,920	Aug. 19	Wages, other improvements ~
Machinery						
Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	4,180	7,890	Nov. 3	Wages ~
Transportation Equipment						
Canadian Kenworth, North Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	300	1,200	13,800	Oct. 1 Dec. 7	Wages, overtime, holidays ~ 15¢ an hr. increase retroactive to Aug. 1, 1964, 5¢ an hr. 1965, 5¢ 1966, 5¢ 1967.
General Motors, Various centres, Ont.	Auto Workers Locs. 27, 222 (AFL-CIO/CLC)	23,829	303,900	303,900	Dec. 1 Dec. 21	Wages, hours, working conditions ~ wage increases of 24¢ an hr. over 3 years for unskilled, 34¢ for skilled; improvement in pensions, insurance, holidays and vacations.
Port Weller Dry Docks, St. Catharines, Ont.	Boilermakers Loc. 680 (AFL-CIO/CLC)	640	640	640	Dec. 10 Dec. 11	Misunderstanding on allocation of overtime work ~ Return of workers, allocation of overtime to be looked into more thoroughly.
Electrical Products						
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	310	6,820	28,660	Aug. 31	Wages, working conditions, seniority provisions ~
CONSTRUCTION						
Pigott Construction, Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	349	350	350	Dec. 2 Dec. 3	Respecting picket lines of U.A.W. ~ Return of workers when pickets withdrawn.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Dec.	Accumulated		
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	12,180	26,130	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
Quebecair, Montreal, Rimouski and Baie Comeau, Que.	Machinists (AFL-CIO/CLC)	175	150	150	Dec. 17 Dec. 18	Wages, hours, other improvements~19% increase retroactive to last March, improved vacations.
National Harbours Board Quebec, Que.	Railway Clerks Loc. 529 (AFL-CIO/CLC)	190	380	380	Dec. 19 Dec. 21	In protest against suspension of five workers~Return of workers pending the appointment of conciliator.
TRADE						
McLennan, McFeely & Prior, Vancouver, B.C.	Retail, Wholesale Employees Loc. 535 (AFL-CIO/CLC)	106	1,380	1,590	Nov. 27 Dec. 18	Working conditions~Reinstatement of workers dismissed following walk-out, certain working conditions resolved.
Quebec Liquor Board, Various centres, Que.	CNTU	3,200	70,400	70,400	Dec. 5	Wages, delayed negotiations ~

Figures in parentheses indicate the number of workers indirectly affected.

Settlements in January

(Continued from page 128)

of $1 a day for certain skilled trades in 1964; evening and night shift premiums increased by 2¢ and 3¢ an hr. respectively in 1965 and by 3¢ and 5¢ an hr. respectively in 1966; 2 additional paid holidays; 3 wks. vacation after 15 yrs. of service in 1965; rate for surface labourer July 3, 1966 will be $17.19 a day; agreement to expire July 2, 1967.

Consolidated Paper, Ste. Anne de Portneuf, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 900 empl.—wage increases of 7¢ an hr. retroactive to Aug. 1, 1964, 3¢ an hr. retroactive to Dec. 26, 1964, 7¢ an hr. eff. Aug. 1, 1965 and 3¢ an hr. eff. Dec. 26, 1965 for hourly rated empl. plus special adjustments ranging from 90¢ to $2 a day for certain hourly empl.; increases of 20¢ per cord retroactive to July 31, 1964 and 20¢ per cord eff. July 31, 1965; 2 paid holidays (formerly 1 paid holiday); vacation pay after 5 seasons to be 4% of gross earnings and after 10 seasons, 6% of gross earnings; rate for labourer July 31, 1965 will be $1.41 an hr.; agreement to expire July 31, 1966.

Consolidated Paper, Les Escoumins, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. retroactive to Aug. 1, 1964, 3¢ an hr. retroactive to Dec. 26, 1964, 7¢ an hr. eff. Aug. 1, 1965, and 3¢ an hr. eff. Dec. 26, 1965 for hourly rated empl. plus special adjustments ranging from 90¢ to $2 a day for certain hourly empl.; increases of 20¢ per cord retroactive to July 31, 1964 and 20¢ per cord eff. July 31, 1965; 2 paid holidays (formerly 1 paid holiday); vacation pay after 5 seasons to be 4% of gross earnings and after 10 seasons, 6% of gross earnings; rate for labourer July 31, 1965 will be $1.41 an hr.; agreement to expire July 31, 1966.

Compagnie Miron Ltée, Ville St. Michel, Que.—Cement Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—wage increases of 8¢ an hr. eff. Jan. 1, 1965, 8¢ an hr. eff. Jan. 1, 1966 and 8¢ an hr. eff. Jan. 1, 1967; 9 paid holidays (formerly 8); 2 wks. vacation after 3 yrs. service (formerly after 5 yrs.) and 3 wks. vacation after 12 yrs. of service (formerly after 15 years.); company to pay 50% of sickness insurance premiums; rate for labourer Jan. 1, 1967 will be $1.86 an hr.; agreement to expire Dec. 31, 1967.

Dominion Bridge, Lachine & Longue Pointe, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—wage increases of 7¢ an hr. retroactive to Oct. 27, 1964 and 6¢ an hr. eff. Oct. 27, 1965; rate for labourer Oct. 27, 1965 will be $1.82 an hr.; agreement to expire Oct. 27, 1966.

Edmonton City, Alta.—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 1,550 empl.—wage increases of 3½% retroactive to Jan. 1, 1964 and 3% eff. Jan. 1, 1965; rate for labourer Jan. 1, 1965 $2.01 an hr.; agreement to expire Dec. 31, 1965.

Ford Motor Co. of Canada, Windsor, North York, Oakville & Crowland, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 9,000 empl.—settlement pay of $15; annual improvement factor of 6¢ an hr. or 2½%, whichever is greater, eff. Jan. 1965 and eff. Dec. 1, 1965, and increased to 7¢ an hr. or 2.8%, whichever is greater, eff. Dec. 1, 1966; additional wage increases of 5¢ an hr. for unskilled empl. and 12¢ an hr. for skilled trades eff. Jan. 1965; additional adjustments on wage inequities; 10¢ of existing cost-of-living allowance incorporated into regular wage rates; Dec. 24 and Dec. 31 (formerly half holidays) to be full holidays and Boxing Day to be tenth paid holiday; amendments to vacation plan: 80 hrs. (formerly 40 hrs.) after 1 yr. of service, 120 hrs. (formerly 80 hrs.) after 3 yrs. of service and 160 hrs. (formerly 120 hrs.) after 15 yrs. of service; company-paid Blue Cross prescription-drug plan adopted; improvements in pension and S.U.B. plans similar to those of General Motors settlement (L.G., Jan., p. 45); rate for labourer Dec. 1, 1966 will be $2.64 an hr.; agreement to expire Dec. 1, 1967.

General Steel Wares & Easy Washing Machine Co., London, Toronto, Ont. & Montreal, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,010 empl.—wage increases of 6¢ an hr. retroactive to Oct. 1, 1964 and 3¢ an hr. eff. Oct. 1, 1965; additional adjustment of 10¢ an hr. for tradesmen retroactive to Oct. 1, 1964; shift premium increased to 12¢ an hr. (formerly 10¢) retroactive to Oct. 1, 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); improvements in health, life, accidental death and dismemberment insurance; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); rate for labourer Oct. 1, 1965 will be $1.81 an hr.; agreement to expire Sept. 30, 1966.

Maritime Tel. & Tel., province-wide, N.S.—IBEW (AFL-CIO/CLC): 18-mo. agreement covering 550 empl.—general wage increases ranging from 25¢ to $4.25 a wk. retroactive to Dec. 20, 1964; 3 wks. vacation after 13 yrs. of service eff. May 1, 1965 (at present after 14 yrs.) and after 12 yrs. of service eff. May 1, 1966; expenses incidental to transfer increased from a maximum of $50 to $100; agreement to expire June 18, 1966.

Northern Forest Products, Port Arthur, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 21-mo. agreement covering 750 empl.—wage increases of 11¢ an hr. retroactive to Dec. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; increase in piece rates of 2½% retroactive to Dec. 1, 1964 and 2½% eff. Sept. 1, 1965; evening and night shift premiums increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days) and 6% of gross earnings after working 2,085 days (formerly after 2,500 days); sick benefit allowance accumulative to 20 days (formerly 12 days); company contributions toward medical, surgical and hospital insurance increased for married empl. to $4 a mo. eff. Dec. 1, 1964 (formerly $2.50 a mo.) and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. eff. Aug. 31, 1965 (formerly $2.50 a mo.); rate for labourer Sept. 1, 1965 will be $2.12 an hr.; agreement to expire Aug. 31, 1966.

Steel Co. of Canada (Hilton Works), Hamilton, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 10,000 empl.—general wage increases of 10¢ an hr. retroactive to Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; increment between job classes to be 6.7¢ eff. Aug. 1, 1965 (at present 6.5¢); evening and night premiums increased to 9¢ and 11¢ an hr. respectively (formerly 7¢ and 9¢); Sunday premium increased to 25¢ an hr. (formerly 15¢); 2 wks. vacation after 1 yr. of service (at present after 3 yrs.), 3 wks. vacation after 10 yrs. of service (at present after 15 yrs.), 4 wks. vacation after 20 yrs. of service (at present after 25 yrs.) and 5 wks. vacation after 30 yrs. of service

(new provision), plus vacation bonus of 20% of vacation pay eff. Jan. 1, 1966; new provision for extended pre-retirement vacations graduated from 1 to 5 wks. for empl. 61 to 65 yrs. of age having 25 yrs. of service; 3 days bereavement leave introduced; employer contributions increased by 3-5¢ an hr. for improvements in hospital and medical insurance; weekly indemnity to be $55 (formerly $50) payable up to 52 wks. (formerly 26 wks.); rate for labourer Oct. 1, 1965 will be $2.267 an hr.; agreement to expire July 31, 1966.

Steel Co. of Canada (Canada Works), Hamilton, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—terms similar to Hilton Works settlement (above); rate for labourer Aug. 1, 1965 will be $2.232 an hr.; agreement to expire July 31, 1966.

Steel Co. of Canada, Montreal & Contrecoeur, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—terms similar to Hilton Works settlement (above); rate for labourer Aug. 1, 1965 will be $2.13 an hr.; agreement to expire July 31, 1966.

Winnipeg City, Man.—Fire Fighters (AFL-CIO/CLC): 2-yr. agreement covering 520 empl.—wage increases of 3% eff. Jan. 1, 1965 and 3% eff. Jan. 1, 1966; rate for fireman 1st Class Jan. 1, 1966 will be $481 a mo.; agreement to expire Dec. 31, 1966.

Explanatory Note to "Classification of Labour Market Areas" (page 123)

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Sydney includes Sydney Mines; Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Windsor includes Leamington; Timmins-Kirkland Lake includes New Liskeard; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.